

# FRONT LINE FLYER

Mine Mill Local 598/C.A.W

www.minemill598.com

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## Xstrata Nickel Unit Chair Report

By: Guy Desloges

Summer is now here and the heat is a major factor in everyone's health and safety. Please remember that heat can kill, especially in some of the environments in which we work.

The Campground Offices are going very well. Walls are going up, the roof is on and windows are going in. Now we will be able to lock up the building until its completion. What a milestone this is!!

I would like to congratulate Wayne Nitchie on his retirement. Also, I would like to welcome Denis (Felix) Chartrand to his new position of Compensation, Health & Welfare Officer. We wish you the best of luck.

The grievance process is being denied at all stages. Recently, we have four cases going to Med/Arb and the Company is trying to cancel at the last minute. The Union is having problems trying to book dates with the Company lawyers.

Nickel Rim South is now in operation and we still have contractors on the property and the Chief Steward is challenging the Company on every single issue relating to contractors.

Now that Fraser Copper is up and producing, we will be having an election for Chief Steward and the Joint Health and Safety Committee. Dates are to be determined when vacations are completed.

I would like to thank Julien Marleau for being a dedicated Union Steward. I would also like to welcome Dan Dalcourt for adding his name for

Steward at Fraser Copper. Please welcome him and support his efforts in this new task.

The Mill has had their vacation shutdown and the workers have had no vacation with their children. How sad is this? Where is the "Vision and Values" on the Company's part?

The Smelter also had a production shutdown and it seems that things went well. But, also be aware that disciplines are on the rise again. There are workers being sent home on a regular basis.

In recent months, it seems that contractors are status quo on the job site. When you see this, report it immediately to your Union Stewards. The Union will challenge these issues if necessary.

As of this date, we still have injured workers not recalled back to work. The Union has not forgotten about these individuals.

Nickel Bonus is looking very promising in the first six months. We are at 122.8% production. We should receive the \$5.00 in August. For the profitability site of the formula, the Company will not commit until August 3<sup>rd</sup>, 2010. Hopefully, we can receive this part also.

In closing, our prayers go out to the members of USW who are on strike. Mine Mill 598 is hoping they can resolve this strike soon. The families are suffering immensely.

Where is the government? We all thought that they were elected to represent and protect the citizens of Canada. Elected officials don't remember to represent us. It seems they are there to protect their own pockets \$\$\$.



As for the recalls, it seems like the Company thinks they can add any language to the Collective Agreement if they want to. Permanent recalls are just that – permanent. You are afforded every right in the collective agreement.

For limited durations, the Company is informing you that you could be laid off in the future. The Company has the right to lay off anyone anytime they want. It must be done within the language of the Collective Agreement and within the laws of the land. If not, the Union will challenge these issues when needed.

In closing, the Union is only as strong as its members.

**Remember – YOU ARE THE UNION!!**

**Nickel Rim South Report**

By: Jan Romo, Chief Steward

First, I would like to congratulate Mike Richer on his retirement and thank him for his work as a Steward at Nickel Rim. With Mike retiring, we are in need of another Steward. If you are interested, call myself or Guy Desloges at the Union Offices.

Congratulations also to Wayne Nitchie, our Compensation, Health & Welfare Officer on his retirement. Wayne’s position has been filled by Denis (Felix) Chartrand.

We have several grievances at different stages of the grievance procedure, with some going ahead to Med/Arb for third-party settlement. It is unfortunate that we need third-party ruling on grievances when a resolution is possible.

The Drug and Alcohol arbitration is still going on with the next scheduled date on July 15<sup>th</sup>, 2010.

I am currently having meetings with the Company to eliminate contractors at Nickel Rim. Our recalled workers are now doing construction work underground and operating the rock-breakers.

Contractors are finishing deficiencies on the work that has been completed.

The maintenance department, on the other hand, is not as transparent. Contractors are coming in, doing our work or equipment being sent out off the property. This is unacceptable and will be grieved.

The Company has what they call PSTs (Product Support Techs) on site doing our work. The Company could eliminate these PSTs by training our trades’ people. But training has been cancelled and no training scheduled.

Training for production is also a problem at Nickel Rim. Many workers are getting overlooked for training with respect to their seniority. If you are one being overlooked, talk to a Steward or myself.

The Company is currently recalling Mine Servicemen ‘A’s at Nickel Rim without posting. This is a violation of the Collective Agreement. I am presently dealing with the Company to correct this issue.

Recently a lot of disciplines are being issued at Nickel Rim. If you are to be disciplined, get in touch with a Steward for representation. Discipline is progressive and could lead to discharge.

If you have any questions, please contact me or Guy Desloges at the Union Offices at 673-3661 Ext. 24.

Have a safe summer.

**Fraser Mine Report**

By: Terry McCormick, Chief Steward

First, I would like to welcome everyone back to Fraser Mine. It is long overdue. I would also like to welcome our new Union Stewards – Paul Ricard, Denis Dalcourt and our Bonus Steward, Michel Gelinas. All are welcome additions to our Union.



There are a few grievances in the system and we are doing our best to make sure the Company deals with them in a timely fashion.

Contractors are still an issue and I have been assured that their numbers will be dropping off in the near future. Our objective is to make sure as many of our laid-off Brothers as possible are brought back to work permanently.

If you have any questions or concerns, feel free to contact myself, Terry McCormick, Chief Steward at 698-0305. And if needs be, contact Guy Desloges, Unit Chair at 673-3661 Ext. 24 or 698-5021.

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### **Strathcona Mill Report**

By: Marcel Charron, Chief Steward

First of all, I would like to welcome back all the recently recalled employees to the Mill. All laid-off employees from the Mill have been recalled, except for three who severed their employment with the Company.

The main issue of contention this year has been the scheduling of the vacation shutdown. This is been, without a doubt, a major issue amongst all workers, and has brought morale down to an all-time low. It's nice to see that the Company follows their own "vision and values" statements. Let's hope we don't see a repeat of this next year.

Training and sign-offs have also been an issue lately, but within the last week before shutdown, it appears the training department has been finally moving forward on training and sign-offs.

As of late, it has been very difficult to get any resolve on complaints or grievances. The only word the Company knows is "NO", so most of them have to wait to get to the Med/Arb or arbitration process.

Within the past couple of months there has also been an emerging pattern that postings from other departments or business units are not being posted at the Mill, therefore denying people from moving to

other sites. This is a direct violation of the C/A and I will fight it every step of the way.

If anyone has any questions, please feel free to contact me or the Union Hall at 673-3661.

I hope everyone can still have an enjoyable summer with their families, even though the vacation shutdown was a bust. I would like to say, let's hope they learn from their mistakes, but that is highly unlikely.

Have a fun and safe summer!!

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### **Smelter Report**

By: Chris Brown, Chief Steward

The Smelter is currently going through its maintenance shutdown. Hopefully, this will proceed safely and on time.

Currently the Smelter has several grievances working through the system. In general, these relate to contracting out, with a few others that deal with the misinterpretation of the C/A around job postings and releasing of Union personnel for Union business.

It seems the Company has reverted back to its old ways of denying any and all grievances, no matter how clear the language. In addition, we are still proceeding with the direct difference on the third and fourth quarter nickel bonus payouts of 2009.

I would like to speak to the current rumours circulating at the Smelter that there will be more layoffs. Under the recall language, the Company must notify individuals of the classification for returning to work. This may include emergency work, vacation relief, and temporary recall pending the re-hiring of a permanent employee and, of course, permanent recall.

The Company is required to inform each individual of the probation duration. This could mean an employee could be informed he is being laid-off in



three months time at the time of re-hire. This employee, however, is considered as a permanent recall, which will trigger all the rights as per lay-off language in the C/A. These include bumping, severance, VERI, etc.

Please do not start or spread rumours concerning lay-offs without first checking with myself or the Hall about the validity of any information you may have head through the “grape vine”.

As we are entering the vacation season, I hope everyone enjoys a well-deserved holiday with family and friends.

Please do not hesitate to contact me at 693-2761 Ext. 3310 or Guy Desloges at the Union Offices at 673-3661 Ext. 24 for further information on any of these topics or any other topic that you have concerns with.

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### **What Canada means to me**

By: Guy Sonier

When I think of our great country, I think of walking through an Art Gallery. Think about it of a minute.

Summer is so beautiful with all the different greens and colours the natural landscape lays out for us like a first class Art Exhibition. If you look around, you will also notice the clear water, the blue sky, the magnificent colors in the rock wall that we needed to carve to get our roads from one place to another.

I do not just see these as blasted rocks to get a highway through. Instead I prefer to look at it as a work of art. In some places, the rock walls are over 30 feet. I find it so special to be living in this area.

We have something for everyone in Canada. We have the best fishing, hiking, boating, camping, cottage country, nature trails, mountains for four-wheeling – you name it we have it.

Now as we go walking further in this great Art Gallery I call Canada, Mother Nature erases all the

greens and colours from the landscape and prepares us for a total new look. For a short time, just like an Artist gets ready to start another painting, nature gives us just enough time to close the camps, store the boats, camper trailer, and yard furniture and so on.

After a few short months, a whole new look is created and the landscape is covered in snow, a perfectly laid out blanket of white snow. The water turns into ice, boat fishing becomes ice fishing, hiking becomes cross country skiing, camping is replaced by snowmobiling and fishing huts and mountains becomes ski slopes. You name it, we have it.

Half way into the Gallery, Mother Nature makes all the white snow and ice disappear. Again, always thinking of the people, she gives us time to put all the toys away and then gets ready for her next big exhibition of greens. Yes, you’re right, our new fresh summer. It is a cycle that no true Canadian ever gets tired of seeing.

I believe that we do live in the best, nicest and safest country in the world.

I believe that if people would appreciate what they have instead of complaining about what they think they should have, there would be a lot more people as happy as I am.

It is easier to find all the things that are wrong around us because we are sometime overwhelmed with what is going on in the world today, but the bottom line is how you feel today is how you will make everyone around you feel that day.

To live in a beautiful country is one thing. But to appreciate, really appreciate it, is something else altogether.

HAPPY CANADA DAY everyone  
See you at the next meeting.