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CANADA

local 598 news



MINE MILL NEWS

December 2010

# Merry Christmas 2010

## President's Message

The long dark winter months are upon us and most of us are preparing for the festive season of Christmas and New Year with its abundance of food, cheers, families and friends.

This year has been a year which has seen its share of assorted issues that has put everyone on edge at one time or another. This year has been a year of changes and adjustments. This year has been a year where the world suffered losses and where some employers have been trying to take advantage of the situation to force employees to make certain concessions.

Food banks and other socially responsible community groups are seeing a steady increase of families trying to make ends meet. Several groups have stepped up to the plate to shore up the misgivings of our country's failed government responsibilities towards child hunger and social well-being.

Unions were formed and accepted into our workplaces to improve the working conditions, monetary compensation for our labour and to help build a better community for the workers families in which to grow up and raise their families.

Our city has been in the spotlight because of the massive layoffs and recent labour disputes. But this year as a Union, we have also seen some good news with collective agreements being successfully negotiated and others in the process, and we even have some new members joining our ranks. We are confident that we have survived this blip on the radar and will be successful at growing and helping more people.

Of course all these growths and disturbances offers opportunities where things could go wrong and our mind may not be in the right state. Therefore we all have to ensure that we continue to be safe and unhurt at work, home or play, especially in this festive season.

I would also like to thank the membership for taking the initiative and courage to agree to build our new administration complex at our campground at Richard Lake. It is now a done deal and we should all be proud of this new "green initiative" that we were able to construct and is the envy of many Unions and Companies. Please visit your new home when you have an opportunity. This is a great gift for us all.

From myself personally and this office I would like to wish everyone a wonderful Christmas and a Happy New Year.

With respect always

In Solidarity  
Richard Paquin, President



## MINE MILL LOCAL 598/CAW CHRISTMAS PARTIES

*Pensioners Christmas Party was December 9th*

*It was well attended,  
everyone had a great time.*

*Donations to the Sudbury Food Bank  
were collected and presented to  
Geoffrey Loughheed*

do we  
need a  
new date



**EXECUTIVE BOARD OF  
SUDBURY MINE, MILL  
& SMELTER WORKERS  
LOCAL 598/CAW**

**All Terms expire May 2012**

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*Chairperson*  
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ANNE MARIE MACINNIS

**Mansour  
Mining Supply**

Well, it has been a very long year for those that were laid off for Mansour, and we are very happy that the Vale/Inco strike is over. It's been too long and like it was said – glad to be back at work.

After a tremendously long strike, all have been hired back, minus those that have taken their buy-out, and so far, 11 more people have been hired to fill the needs of the Company. It seems that orders upon orders are coming in and making the shop a very busy place to be, and this is a great thing. This shows job security and a strong hope that there will not be any lay-offs for a long time and more.

Since my return, I have noticed there have been a lot of safety changes to the shop. The Company has made it mandatory for everyone that has not been working at Mansour for more than several months needs to be re-trained on all equipment. This makes sure that everyone knows how to use their machine properly and responsibly.

Due to some unfortunate incidents, Mansour has some new policies for machine lock-outs whenever there is any form of maintenance to be done on the machine. A worker now has to be supervised for three months of doing the lock-out procedures before they can do it on their own, and only if the supervisor feels confident that the worker knows how to properly lock-out a machine. Mansour has also re-enforced safety by making sure adequate machine guards have been installed on almost every machine in the shop, and in my opinion, this is a great thing.

On the "con" side of things and yet, this is a good thing as well, there is only one grievance in works that I know of, and that is one of the Company failing to accommodate a disabled worker. Though like most managers, they are trying to avoid the inevitable and using every angle they can, such as claiming safety risks to the disabled worker. But time will tell which way this will go. But, as I said, this is the only grievance in the works and that's a good thing, since there could be more.

I want to take this opportunity to wish everyone a very Merry Christmas and a safe and Happy New Year.

Yours in Solidarity,  
James Hihnala, Unit Chair.



**Iris Addiction Recovery for Women  
Dear Sisters and Brothers.**

It's that time of the year again when we look back and reflect on the past year.

While our National Union has consistently been battling down-sizing out-sourcing, lay-offs and plant closures, our Local has experienced increased grievances, workers being pitted against worker, increased workloads and burn out.

The unit that I represent, Iris Addiction, has also been hit by a loss of funding, increased work-loads, and mental and physical exhaustion. The loss of funding for two treatment beds will have a direct impact on those clients who so desperately need to access treatment.

Our community has also suffered closures, scandals and unnecessary strikes at the hands of corporate greed. But through all of these challenges, there is also much to be grateful for.

Our National Union has tirelessly fought for our jobs, workers rights, senior's rights, and social justice as a whole, while continuing to provide the leadership with educational opportunities and tools to enhance our ability to advocate on behalf of our workers and our communities.

Our Local has also provided us with much to be proud of, our beautiful new home, educational opportunities so that we may continue to be proactive and a nurturing sense of family. Our unit, Iris, is grateful for the wonderful co-workers, and opportunity to provide women in need a purpose in life, to nurture and see beautiful individuals grow and blossom.

As a community, we also have a lot to be grateful for such as our community strength and support of striking workers, and our commitment to causes such as United Way to name a few.

In closing I would like to thank all of you for your constant support of the causes in and around us. May you all have a safe and happy holiday - MERRY CHRISTMAS.

Yours in Solidarity,  
Lynn Jackson, Unit Chair.





## Financial Secretary

My name is Carole Baxter. I am the Financial Secretary for our Local and an employee of Xstrata Nickel. Another year has flown by. I would like to take this opportunity to wish all our members and their families a safe and happy holiday and good luck for the New Year. I thank you all for the support over the last year and invite you all to come and see our new hall at Richard Lake. It is bright, welcoming, and accessible and we incorporated as much green technology as we could.

Thanks to our bargaining team at Xstrata Nickel, we were able to get a contract without going on

strike for the second time in a row. I would also like to congratulate all of those who have negotiated new contracts this year and offer my support to those units who will be negotiating their contracts in 2011.

I would like to welcome the new units in our Union family and those workers who have been called back from lay-offs in several of our units. We will always strive to represent all of our workers (full-time, part-time, laid-off, retired, off on sick leave or WSIB) with integrity and honesty.

**HAPPY HOLIDAY AND A SAFE NEW YEAR**



## Finlandia Nursing Home

Dear Sisters and Brothers:

It has been a while since I have written a letter to the membership. It's been very busy at work with our new computers for charting and at home, with the passing of my father in the early Spring.

I was very fortunate to attend a Health and Safety Conference at Port Elgin this past June. The main topic of the conference was on mental health. We had two very informed individuals speak – Dr. Martin Shain and Mary Anne Bayinton MSW RSW. They spoke about mental health, new laws and how a worker can be protected.

The laws give guidelines to have a psychologically safe work place. A psychologically safe workplace is one workplace that allows no serious and lasting injury to workers mental health in negligent, reckless or intentional ways and that every effort is made to prevent injury to the mental health of workers (due diligence).

The duty would apply to persons who have had a pre-existing mental illness or disorder before they were hired, before their present employer or had an occurrence of a mental disorder to cause them to be off work and are at risk of mental injury/disability because of a psycho-toxic condition at the workplace.

The laws which provide duty to a psychologically workplace is found in:

1. Labour Relations Act
2. Human Rights Legislation
3. Law of Torts (negligence)
4. Workers Compensation Law
5. Occupational Health and Safety Legislation
6. Employment Contract
7. Employment Standards Legislation

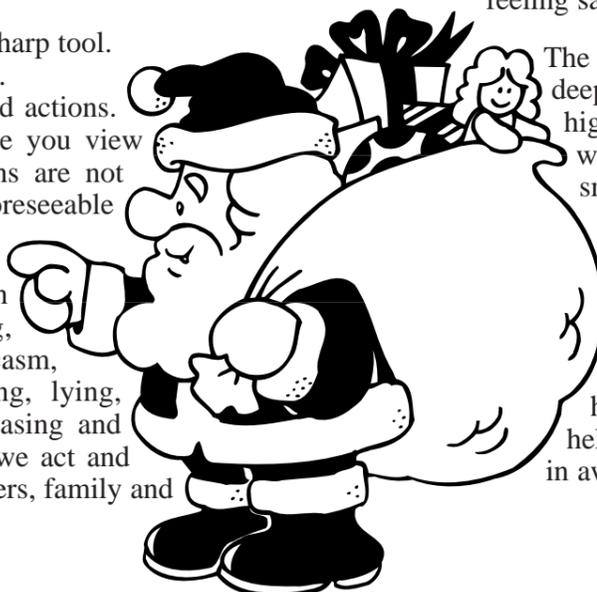
Your mental health may be described as how you feel and what your say ... easy...

In a safe workplace, you will feel a sense of worth, energized, ready and eager to work, enthusiastic, creative, helpful and more caring. In an unsafe workplace (psychologically unsafe), you may feel demoralized, disengaged, anxious, resentful, unhelpful, less caring.

What is a mental injury? This is not the same as mental illness. Mental injury does not always require medical evidence. Mental injury is described as a reasonable foreseeable and significant harm to a fellow worker's mental health resulting in their temporary or long-term disability to function as normal at work or at home, while at work you may be in contact with many people.

You just be aware that the tongue may be a sharp tool. Your body language may state many feelings. Be aware of who is influenced by words and actions. Remember to have this understanding while you view others, making sure your words and actions are not harmful toward them (by not doing them foreseeable harm).

Mental health problems in the workplace start with workers whining, blaming, justifying, aggression, anger, threats, sarcasm, silent treatment, passive aggressive, crying, lying, cheating, manipulation, deceit, criticism, teasing and judging. We need to be aware about how we act and what we say, about and towards our co-workers, family and friends.



One in five will experience mental illness and the remaining four will know someone who has suffered these moments. Mental health/mental injury will affect your mood and behavior. That could possibly affect the process of getting help because one must feel

1. Fear about coming forward to admit you need help
2. Worried that you may be discriminated against
3. Denial – "I am not sick. I am o.k."
4. Pride
5. Trying to assess services – "Where do I go for help? What do I say?"
6. Long wait times for treatment
7. Fear of job loss
8. Fear of not being able to pay for treatments and missing time from work
9. Where do I get the money for treatment
10. Worried I am going to be labeled or blamed
11. Many will suffer in silence

Mental health issues will affect your physical health and it is the second leading cause of death. Every day, 500,000 Canadians miss work because of mental injury. We need to be less judgmental, more helpful and caring. This could happen to you or a loved one.

While at the conference, we were very honoured to have Margaret Trudeau as our key-note speaker. This conference had been planned for the past two years. The National Health and Safety department have decided to address mental health and stress in the workplace.

Margaret had shared much of her life experiences. She came from a very good family and was highly educated. As a child, the family always thought that Margaret was a little different from her siblings. She spoke about her young years at home, then leaving the nest and living on her own. Those days were very difficult for her emotionally, rolling from great highs to very desperate lows. She had been diagnosed as being bi-polar. Many incidents happened to her, reaching rock bottom being escorted by police to the emergency department. She explained how the Serotonin worked in the brain and the balances were off in her case.

She married twice, first to Pierre Elliott Trudeau, having two boys. She also married a second time and had two boys and a girl. Being in the public eye was very stressful. Even though her husband loved her very much and she did not need to do household chores because everything was done for her, she felt no sense of self-worth. She was lonely and depressed, depending on drugs and the sad experience of losing her son to an avalanche. She had much difficulty coping.

She was very fortunate to have family support and people who would not give up on her. She explained that one in four Canadians would suffer in depression. Many think they are depressed, mostly only feeling sad and alone with no sense of worth.

The depression such as Margaret suffered, sent her into a deep mania to euphoria, not eating, not sleeping, severe highs, severe lows, lasting moments to weeks, losing weight, weak, her mind could not function, even to make small choices. This was her rock-bottom. Only through support, medical attention, proper diet, psychoanalysis and exercise did she come through.

Accepting the past is gone, today is today and tomorrow may not come, she is so grateful for her present moments and now travels to speak on mental health. She also does a lot of relief work in Africa, helping those in need. As she spoke, the membership was in awe of her – a very uplifting evening.



### Finlandia Nursing Home Continued

I do send thanks to our Local for allowing me to attend such a conference. Thank you for this experience.

For an update with our workplace, we are now dealing with:

- Two terminations
- One refusal of accommodation
- One extended probation
- One verbal warning

We have settled the verbal warning in favour of our member.

Lately, it's been quite apparent that there have been issues of misunderstandings towards modified workers.

1. When you leave your home for work, you have no intentions of getting hurt at the workplace or having an accident. No one plans this.
2. As a modified "worker", you still have all the rights as a non-injured worker
3. As a modified worker, you do have the right to work
4. And must be respected and accommodated
5. This is the law – right to work; right to be respected; equal balance for physical and mental health must be in awareness to have a healthy and safe home and work place.

On behalf of myself and our Stewards and Health & Safety team,

Wishing you and your family a very Merry Christmas and Happy New Year

In Solidarity,  
Carol Varey, Unit Chair

## The Walford on the Park

### Dear Sisters and Brothers:

It is sure hard to believe that another year has come and gone.

I would like to take this opportunity to thank Anne Marie and Richard for helping our members when I was off during the latter part of the summer. I greatly appreciate their help.

At this time we are currently looking for a part time steward/bargaining member/health and safety due to the fact that Linda is temporarily on sick leave. I encourage anyone who is interested in this position to give it a try.

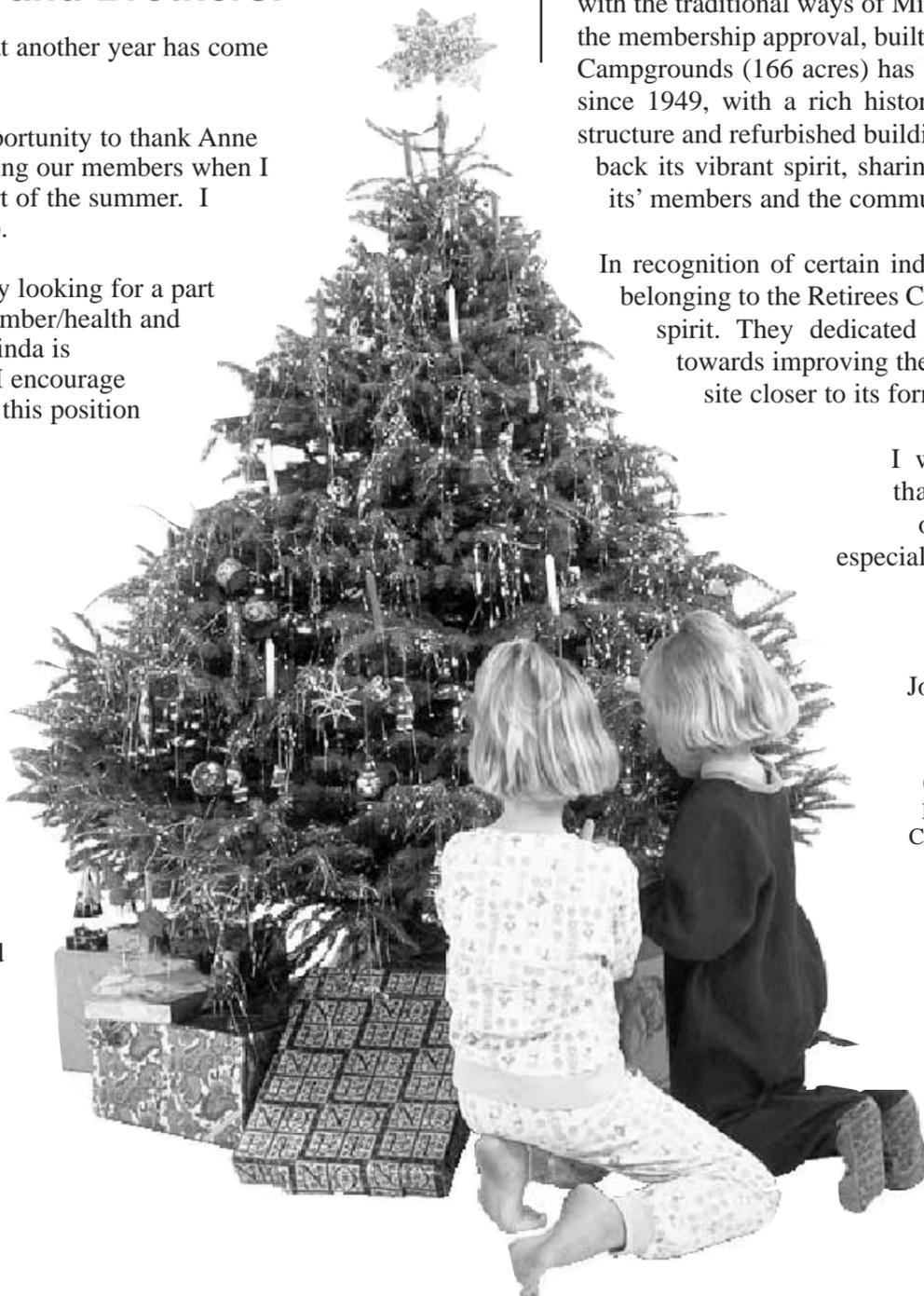
As of June 2011, we will be working on our second collective agreement. I am really looking forward to this.

There have been a few issues that the Union has dealt with and a couple of issues that are still on the table and I am confident that there will be resolutions soon.

I would like to take this opportunity to wish you and your families a very safe and healthy holiday season, and all the best in the upcoming New Year.

Yours in Solidarity,

Alison McGhee,  
Unit Chair



## Traditions

As the holiday season fast approaches, I would like to take this opportunity to wish the Brothers and Sisters and their families a Merry Christmas and good health in the New Year.

Many of us have traditions that have been passed on through the generations, traditions that give us a purpose and bring a sense of responsibility to pass them on to the future generation.

Mine Mill has traditions that have been carried on since the date of inception of the Western Federation of Miners in 1893, becoming the International Mine Mill & Smelter Workers in 1916.

With the drafted constitution, and upholding labour and community values for its members, the Executive and membership vision saw many struggles to win. This brings the question of who is accountable to carry on these values and visions of Mine Mill.

The answer is, all of us! The membership is the driving force, with the Executive Board carrying out the duties of the Union affairs, providing a vision to Mine Mill's forward path.

The bitter strike of winter 1941-42 – A Mine Mill turning point!

From a historic effort lead by Mine Mill, 240 of the Kirkland Lake District, encompassed 12 mining companies, the strike issue was union recognition and right to collective bargaining. Even though this cold, bitter strike was defeated, it had such a great impact that it shook the government of Canada. Shortly after, the federal government passed a law - PC1003. This guaranteed workers the right to organize unions of their choice. With this new law passed, Mine Mill 598 received a charter and won certification of Falconbridge Nickel Mines in 1944.

Our crown jewel – After 61 years in the old historic Mine Mill Hall on Regent Street, it was time to move on. With the Executive carrying on with the traditional ways of Mine Mill, the decision was made and with the membership approval, built at the Richard Lake Campgrounds. The Campgrounds (166 acres) has been part of Mine Mill property & trust since 1949, with a rich history. Now with our "green union office structure and refurbished buildings, the Union's goal is to get this jewel back its vibrant spirit, sharing cultural and recreational activities for its' members and the community.

In recognition of certain individuals, there are a handful of retirees belonging to the Retirees Chapter who have shown a true Mine Mill spirit. They dedicated countless hours and financial dollars towards improving the grounds and buildings. This brings the site closer to its former glory.

I would like to take this opportunity to thank the Retirees for their help co-ordinating the move out of Regent St., especially for their special care in packing and the safekeeping of important historical items of Mine Mill.

Job well done!

Good Welfare to all,  
Denis Felix Chartrand,  
Compensation Health & Welfare Officer



## Nickel Rim Christmas Report

As another year comes to an end, it gives us JHSC members the opportunity to reflect on our accomplishments over the past year and also the many challenges that lay ahead.

Looking back over 2010, our workplace and working conditions have certainly improved. Although I like to think that your JHSC played a small part in improving our working conditions, I have to commend all the workers for their part in the many stop and corrects to make our workplace safer and healthier.

I also commend all the workers for enduring and working in some harsh conditions, especially during the hot summer months. I read a caption in an e-mail not long ago that said, "To make money we lose our health, then to restore our health we lose our money". Let us all make a commitment in the New Year to do everything in our power to make money, without having to lose our health.

In closing, I would like to wish you and your families all the best over the holiday season and a happy and prosperous New Year.

Yours in Solidarity,  
Eugene Czaja,  
Xstrata Nickel JHSC Member

## Community-Based Organizer Report

Prior to 2003, Mine Mill Local 598/CAW@ represented employees at Xstrata Nickel (formerly Falconbridge/Noranda), Iris Addiction Recovery for Women (formerly known as Lakeside Centre/Robin's Hill), Midas Muffler Car Care Centres on Long Lake Road and Barrydowne Road and Mansour Mining Supply Inc.

In 2003, our Local and the CAW National joined forces in a 50/50 cost-sharing organizing project. Since that time, the employees at Finlandia Nursing Home, Finlandia Care Services, St. Joseph's Villa, First Nickel Inc., The Walford on the Park (formerly known as Copper Cliff Manor), NORCAT, Nutra 2000, Mystik Services Inc., Lafarge Construction Materials (Manitoulin), Brinks Canada, OLG Slots at Sudbury Downs, The Elizabeth Centre and The University of Sudbury have joined our ranks.

This calendar year the employees at St. Gabriel's Villa and the Sudbury Sexual Assault Crisis Centre joined our membership.

Finlandia Care Services was awarded \$386,000 through the LHINs (Local Health Integrated System) and 40-50 new employees must be hired.

In Solidarity,  
Anne Marie MacInnis,  
Community-Based Organizer,  
Vice-President.

## Elizabeth Centre Scheduling Guidelines and Concerns

### Dear Sisters and Brothers:

There have been some concerns regarding distribution of hours amongst part-time employees. I have been given an explanation by our scheduling clerk as to why, at times, it may appear that part-time no-line have more hours.

When the schedule is being done, if there are hours available for the part-time no-line, the part-time no-line are entitled to 30 hours as per the Collective Agreement, Letter of Understanding Scheduling Guidelines (pg85). At times the shifts required to be filled may be closer to the end of a pay period due to floats or vacation or any other time requested off in advance. Therefore when call-ins are made after the schedule is out it may appear that the part-time no-line was offered more shifts.

Please review the scheduling guidelines and monitor your schedule. If this explanation does not apply to your situation, contact any of our Stewards body, and we will proceed through the grievance procedure.

In Solidarity,  
Michelle Chartrand, Unit Chair

## ELIZABETH CENTRE NEWS Greetings Brothers and Sisters:

The year has been one of many challenges for the members at the Elizabeth centre. Together we have dealt with many outstanding issues and actions. Throughout it all, we have become united and stronger than ever.

We are meeting with the company to begin bargaining our third collective agreement. We anticipate that it will be one of the most challenging rounds of bargaining because we are faced with Bill 16. We have strong support from our membership and are ready for the fight.

Seasons' greetings to everyone

Yours in solidarity,  
Michelle Chartrand,  
Unit Chair.

## Lafarge Construction Materials

### Dear Brothers and Sisters:

Just a little up-date as to what has happened in the past year, and what we are looking at in the up-coming months. Although our sales were better this year than it was in 2009, it still hasn't been as good as Lafarge predicted. Therefore, the Company had no choice but to lay-off and reduce the hours of it's' production.

The total tonnes crushed this year were around 3.5 million tonnes, with our total shipping sales around 3.3 million tonnes, a far cry from the 5.5 million tonnes we are used too. With that being said, our primary production crews were laid off for the season at the end of October. Our drill and blast and secondary production employees will be laid off on November 5th. Our shipping department will work until the end of November or the first week of December, depending on the weather and our stock inventory, as our November sales are around 400 thousand tonnes.

We had 31 outstanding grievances entering into our 2010 season and we managed to resolve all of them. We currently have two outstanding grievances to settle yet. Tom, Richard and I will be meeting with the Company in the near future to try to get them settled.

There is a very good chance that a small maintenance crew will be working all winter, but nothing is written in stone year.

Our collective agreement expires at the end of January 2011. The surveys have all been sent out and a good number of them have already been sent back to our bargaining team. If everything goes well, we are hoping to start talks the first of the New Year.

It's been another long, frustrating year again, with all the lay-offs, shutdowns and reduction of hours, but in order to keep as many Union members working as possible, it was unavoidable.

At this time, I and all my fellow Brothers and Sisters at Lafarge would like to wish everyone a Merry Christmas and Happy New Year.

Yours in Solidarity,  
Kevin Bailey, Unit Chair.





## Vice-President's Report

A system was established during WWI to pay for the war. The tax system initially was a temporary war measure. Taxes were placed on products we bought and consumed (food, gas, clothes, etc.) and services (medical, housing, etc.) we accessed. Employees began paying taxes, which was automatically deducted off of our personal pay cheques.

The temporary war measure still continues today. To continue the system, Canadians were offered a sense of security. The money collected was to provide social programmes (free education and health care system, etc.) to ensure a fair standard of living and to help provide the necessities of life. This ideology worked well, depending on which generation you grew up in and then there was an increase of red-tape (Example: For every \$1.00 allocated to Native communities, 90 cents is spent on bureaucracy. Only 10 cents end up in the hands of these communities).

For many years, unionized employees became an effective lobby group and all Canadians enjoyed a sense of security (Example: Occupational Health & Safety legislation, paid vacation time, shorter work day, publically funded education, CPP and universal Medicare). Employers began to shift that balance of power in the early 1980's.

Some employers have some employees convinced that all they have to do is work harder and we could become part of the "elite" group. Only 2% hold 30% of the wealth. Most of those families come from "old" money. We will never be in that kind of position of wealth. Who do they think they are trying to fool?

In the past five years, hundreds of thousands of good paying jobs have been lost in Canada. Employers have closed workplaces and set up shop in another country with lower working standards, no human rights and cheap wages. Employers' (owners and operators) bottom line is PROFITS, PROFITS AND MORE PROFITS.

Six hundred and eighty-six Mine Mill Local 598/CAW members received lay-off notices from Xstrata Nickel in February 2009.

When employees lose their jobs, this had a negative impact on their families and communities and affects the tax base for municipalities, provinces and the federal government.

Most economists believe we are recovering well from a recession. We see and hear all kinds of unemployment figures and how economies are beginning to recover. The fact is we will never get those good paying, full-time jobs back. Our children and grandchildren are part of a precarious workforce and move around from workplace to workplace because there is only six month or one year contracts with employers.

Bill 16 was passed this spring and the federal government imposed a mandatory wage freeze to not-for-profit agencies where non-unionized employees work.

All municipalities, provincial and federal ministries, committees and sub-committees, etc., receive tax dollars for their budgets.

The Ministry of Education and the Ministry of Health are impacted the most by the loss of tax revenues.

All employers, profit or not-profit where unionized or non-unionized employees work, see this as a leg-up. We will see about that.

Some may think Vale employees gave a good fight to protect their hard fought gains. Some may think they could have done things differently. Either way, it is what it is. The owners/operators at Xstrata may already begin preparing for the next contract and may be anticipating the members of Mine Mill 598/CAW will accept the same terms and conditions as Vale employees.

Our Local and National Union believe in a human society. We concern ourselves with issues like medical services, education, housing, taxation, the environment and international economy.

Employees have a very valuable commodity – our labour. We produce the wealth. There are over three million unionized workers. We could be an extremely effective lobby group. Change is possible.

Happy Holidays to everyone and their families.

Yours in Solidarity,  
Anne Marie MacInnis,  
Vice-President/Community Based Organizer.



## Xstrata Nickel Unit Chair

Looking out the window at the Hall, the snow is blowing and piling up. Winter is coming in with quite a force.

The Sites are still at odds with many grievances and disputes. We, as leadership, try to resolve these differences before they get to a grievance. Unfortunately, the Company is still denying the grievances so most will end up being forwarded to Mediation/Arbitration or arbitration.

Corporate greed is still alive and well. As you already know, the Company is scheduling workers to work Boxing Day and New Year's Day. We, as a Union, are telling them that Christmas is the only time we can get as family time. Now they are trying to erode these gains we got over the years.

On the bright side, we have been getting more workers on the job. This is being achieved through seniority. Also, the Morgan Project is still being worked on by the Company and they are telling the Union not before the third quarter of 2011.

I try to visit each site as much as possible, but unfortunately, I can't do every shift. If you have any concerns, feel free to contact us.

Now that Christmas is here, I am hoping that all families are able to enjoy the holidays to the fullest. Christmas is a time to rejoice and have fun with your family.

Wishing all a very Merry Christmas and Happy New Year.

Yours in Solidarity,  
Guy Desloges, Unit Chair  
1-705-673-3661 Ext. 201  
1-705-698-5021 (Cell)

## St. Joseph's Villa

Another year has come and gone.

Exciting news at St. Joseph's Villa – the company will be opening a new 128 long term care facility out in Chelmsford – St. Gabriel Villa January 31st, 2011.

Our members have an extended agreement to transfer seniority and service to the new Unit. This means 150 new members will be joining Mine Mill Local 598/CAW.

Wishing everyone a Merry Christmas and Happy New Year

Yours in Solidarity,  
Laura Varey, Unit Chair.





## Nutra 2000

Nutra 2000 employees are working without a manager. They are coping quite well. We should have a new boss in the next few weeks.

Our residents voted on October 25th and they also had a Hallowe'en celebration. A few of the residents dressed up and they laughed a lot. Saturday, November 6th, they had their Christmas Craft Fair and there was a good turnout. There were all kinds of jewelry, knitting, Christmas decorations and much more. The most popular, of course, was the bake table, which was all sold out and the penny sale did very well.

Everyone is talking about the cold weather coming, which I could wait much longer. I know ski-doers are looking forward to it. It's also the time of year when everyone is so busy getting ready for Christmas. There is always a rush to finish the shopping and baking. We always find that there isn't enough time to do everything, but it gets done.

Nutra employees and I, wish you all a Merry Christmas and a Happy New Year.

In Solidarity,  
Huguette Gagne, Unit Chair.

## FALL REPORT ON ACTIVITIES AT FIRST NICKEL

Much has happened this year with the negotiations and ratification of the new contract.

A grievance that was filed early in the year allowed us to get a few folks in back working during the care and maintenance portion of the shutdown/layoff.

As of November 10th, 2010, the following folks are or will be working in the near future.

2 - hoistmen at 5 x 8 hr days per week  
1 - spare hoistman when required  
3 - millwrights at 4 x 8 hr days per week  
2 - mechanics at 3 x 8 hr days per week  
3 - electricians at 3 x 8 hr days per week  
1 - cage tender at 5 x 8 hr days per week  
1- dryman/lamp repair at 3 x 8 hr days per week  
Starting on November 22nd, there will be two miners at 5 x 8 hrs days per week  
Starting on January 5th, 2011, there will be two more miners at 5 x 8 hrs days per week

The company has not found the additional funding to start the development in the depth at this time. Several contractors were on site last week to review the work to be done in the depth and later bid on this job. Redpath is currently doing some rehab work on number one shaft.

The JHSC office is being set back up at the mine and the JHSC had its first meeting yesterday. Roger Charbonneau is still the Co-Chair of JHSC for the Union.

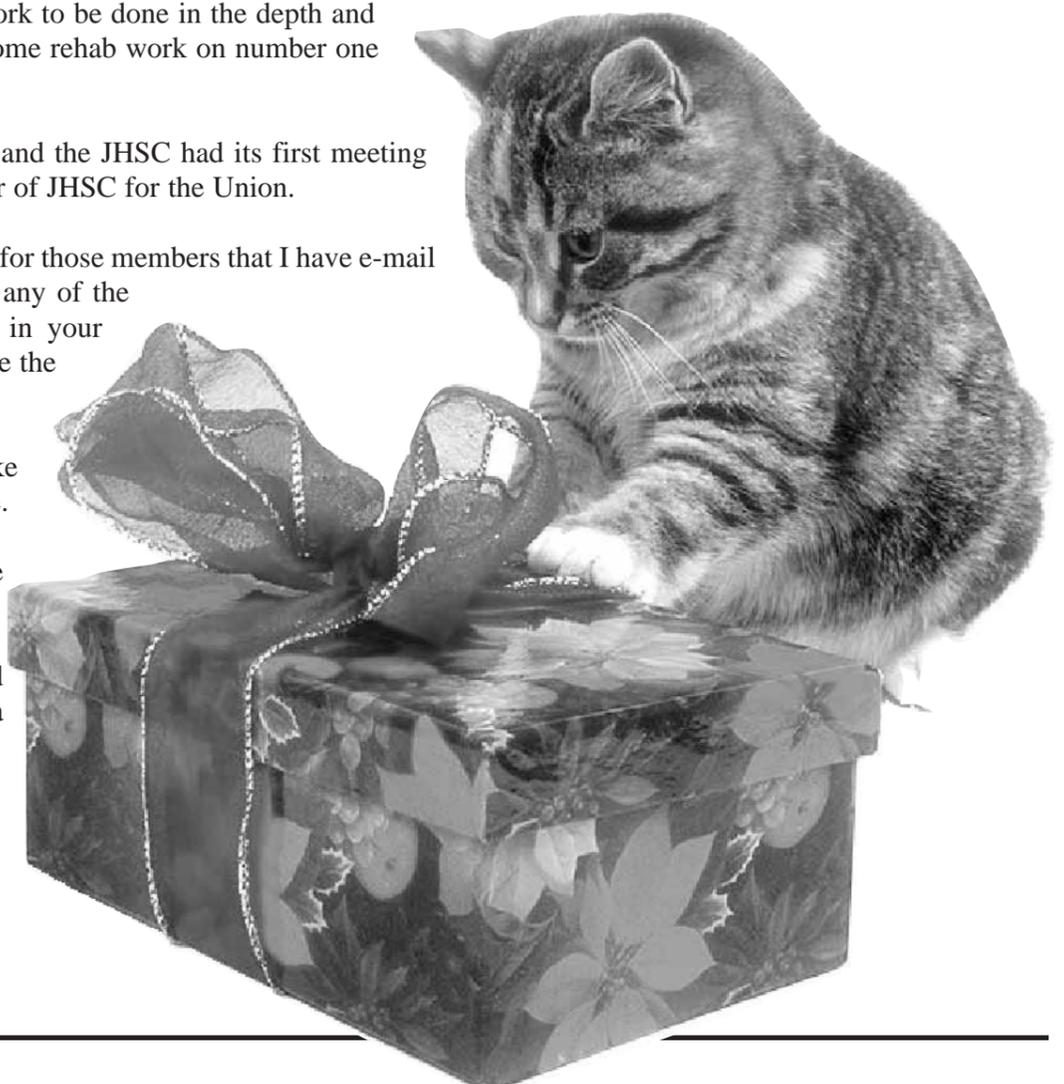
I will endeavor to keep everyone updated by e-mail for those members that I have e-mail addresses for and on the web site for the rest. If any of the members have a change in address or upgrades in your Common Core, please let us know so we can advise the Company.

The new Union Hall is now open at the Richard Lake site and we have had several meetings there to date.

With the onset of winter, be careful when you are out on the road.

The Officers of the Union wish all the Brothers and Sisters in the Local a very Merry Christmas and a Joyous and Prosperous New Year.

In Solidarity,  
Texas MacDonald Unit Chair,  
Roger Charbonneau JHSC/Steward





• Mine Mill News Kids Colour Section •

