



MESSAGE FROM THE BARGAINING UNIT

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Preparing for Negotiations

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Over the years, we have made many improvements to our existing language in our collective agreement.

Additionally, we have made some impressive gains. For example, our two Letters of Understanding regarding Wellness Sessions on Women's Issues. (page 82 of the current collective agreement and Violence Against Women (pg 69 of the current collective agreement.)



LETTER OF UNDERSTANDING

Wellness Sessions On Women's Issues

The employer recognizes and shares concern with the Union with respect to the unique challenges that women may face in their personal lives including situations of violence or abuse. The Employer, as part of its Employee Wellness seminars, will provide wellness sessions on issues of particular significance for



women. The Employer will invite the Union to attend and will offer the union the opportunity to make a presentation in those sessions as to the services that the Union can provide in assisting women confronting these challenges and in referring women to agencies for assistance.

LETTER OF UNDERSTANDING

Violence Against Women

The parties hereby recognize and share the concern that women uniquely face situations of violence or abuse in their personal lives that may affect their attendance or performance at work. A woman who is in an abusive or violent personal or do-

mestic situation will not be subjected to discipline without giving full consideration to the facts in the case of each individual and the circumstances surrounding the incident otherwise supportive of discipline. This statement of intent is subject to a

standard of good faith on the part of the employer, the union and the affected employees and will not be utilized by the Union or the employees to subvert the application of otherwise appropriate disciplinary measure.