



# MESSAGE FROM THE BARGAINING UNIT

November 21, 2012

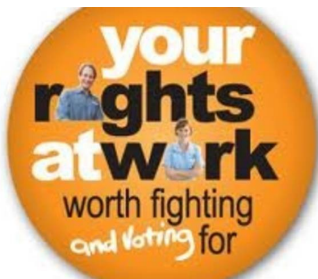
## Over-view of past gains at the Bargaining Table

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### Part-Time Employees

#### Benefits—Article 21.01

All part-time employees will be paid ninety cents (\$0.90) per hour in addition to their straight time hourly rate of pay in lieu of holiday pay under Article 18, all insured health and welfare benefits under Article 20, sick pay, Weekly Indemnity and EI top up under the sick leave plan in Article 20.06. Effective the first full pay period following the date of ratification of the Memorandum of Settlement (i.e. the first full pay period following March 5, 2009), the in-lieu payment will increase from ninety cents (\$0.90) per hour to one dollar (\$1.00) per hour.

#### Pension Plan—Article 23.01

2% Company contribution

#### Vacation—Article 19.00

Percentage is of gross earnings over and above hourly rate (see chart)

#### Paid Leave—Article 15.02

Jury duty

#### Bereavement—Article 15.07

#### Uniform Allowance—Article 24.01

5.2% per hour worked over and above hourly rate paid by employer to both full and part time employees.

#### Premium Payment—Article 17.08

*“Effective in the first full pay period in January 2007, the Employer will pay a weekend premium of fifteen cents (\$0.15) per hour for each hour worked between the start of the shift commencing on or about 2300 hours on Friday to the end of the shift ending on or about 2300 hours on Sunday. The weekend premium will not form part of the straight time hourly rate of pay.”*

#### Weekend Premium—Article 17.08

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