

**To All Members of  
Sudbury Mine, Mill & Smelter Workers Union, Local  
598/Unifor  
that work at  
FINLANDIA HOIVAKOTI NURSING HOME**



*September 11, 2014*

Dear Sisters & Brothers,

Membership meeting was held Saturday, September 6<sup>th</sup>, 2014 at M.I.C. In attendance, Fred Bond, Anne Marie MacInnis and 9 standing members. Fred Bond gave all present an update on contract talks and that an arbitrator had been agreed upon with a date of well into the middle of 2015.

It was also understood that we are still trying to get the facility back to the bargaining table and with an offer in percentages that would be worthy of consideration before arbitration entered into.

To push our point forward, we plan to participate in a rally to be held in the early afternoon of Friday, September 19<sup>th</sup>, 2014 which is on the date of our Quarterly meeting held in the a.m.

Working short on any given day and any given shift is constantly a hardship our members endure as work-loads increase and stress to both worker and resident becomes evident.

As of the beginning of September, a good number of part-time workers leave our employment to return to their studies in nursing school.

Management was contacted regarding a recent award to an employee that filled a position of Temporary Full-time when having already received previous awarded positions within a given time frame. Management acknowledged this error and will pull the posting and award it to the next senior applicant.

In Solidarity,

*Merv Zacher*

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Unit Chair