



Sudbury Mine, Mill & Smelter Workers Union, Local 598 / Unifor

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



September 2016

Dear Sisters & Brothers,

Summer is coming to an end and families are regrouping to schools, day care, homework – and after school, family activities. It's a very busy time.

Just as families are settling down for a new season, so is your Union. Membership meetings are posted downstairs – one a month. It would be really great to have the support of members participating in their membership meetings. This the place to bring up your concerns. Maybe we could try car pooling.

October 1st, 2016 is the date where there will be a new seniority list posted downstairs on your Union bulletin board. Please take some time to check your hours and if there are any corrections to be made, it must be done within 30 days.

Our collective agreement expires in March 2017. For those of you that are new, your membership has elected a Bargaining Committee. They are Carol Varey, Sheri Davis MacDonald and Nicole Fielding.

Your Collective Agreement defines what rights workers have and what management cannot do.

The Committee will be putting out surveys to find out what the workplace issues are and what the membership would like to have in their union proposals. Once we have gone through the surveys and prepare our proposal package, the membership votes on the package.

Our first meeting with the Company is mostly to exchange packages. This begins the process of back and forth discussions and questions and compromising.

Contract language is very important and is usually dealt with first. Monetary proposals are dealt with last.

Your Bargaining Committee will recommend the best agreement that they could achieve. The new tentative deal will be taken back to the membership for a ratification vote.

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It's very important for a union member to attend the meeting for the ratification vote.

Once the membership accepts the deal, both parties are in agreement. Copies of the collective agreement are printed out for all – Union and Company.

I do encourage you to become involved in your union. Strength comes in numbers.

In Solidarity,

Carol Varey

Carol Varey, Unit Chair