

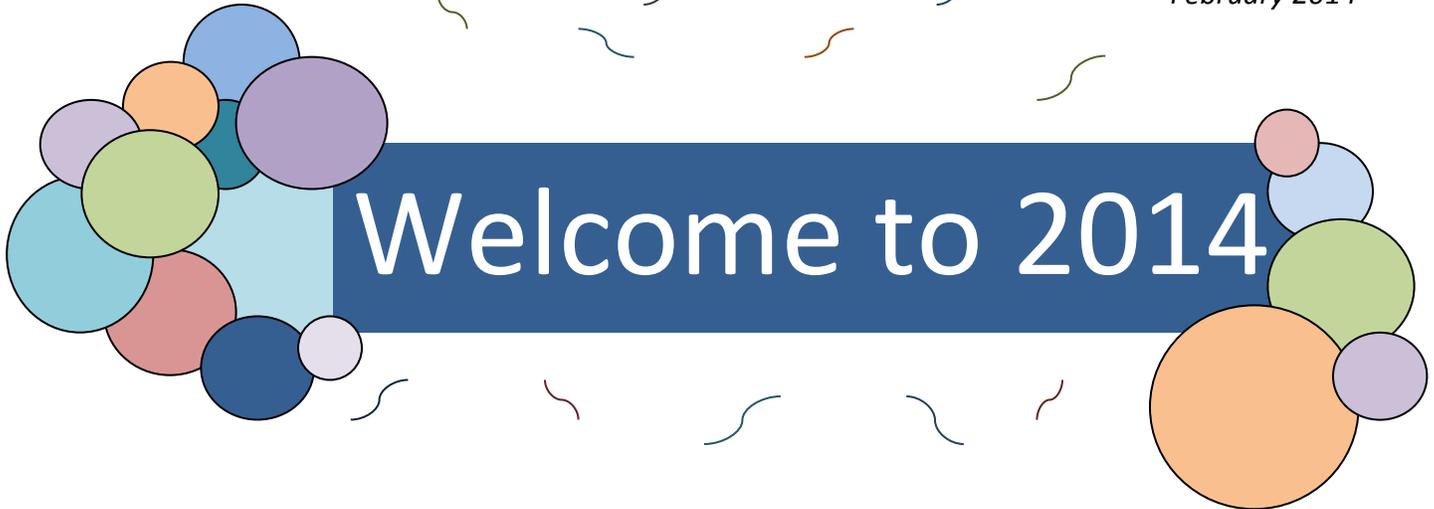


SUDBURY MINE, MILL & SMELTER WORKER'S UNION
LOCAL 598/UNIFOR

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February 2014



Dear Sisters and Brothers,

Here we are at the start of a new year and here's to hoping that 2014 will be generous and kind to us all. During the past year I had taken the time to look back at all the encounters I have had! The good, the bad and the ugly. I have heard members ask whether we are getting more money or not and what has the union done for us? This is what I can tell you. The local and national union is always working towards making gains for workers to ensure that we maintain what we have and to not lose anything in our collective agreements. This is hard when you have people who are not fighting for what they have. I find that people like to point the finger of blame when they don't get what they want.

Start taking that finger and pointing it to yourself, ask yourself what are you doing to increase minimum care standards in LTC? What are you doing to raise minimum wage? What are you doing to lobbying government to renew Health Accord's? What are you doing to make your workplace a better place to work? The list goes on and actually and the union is doing more than you think. It's the unions that are fighting corporations who are banning together and want to take away the rights that you and I have today. It seems as though company's are working towards seeing people like you and I become the "working poor" and slowly it's becoming a race to the bottom.

Had I not decided to get involved in the Union, I would still be like you, I now go to rallies, go to conferences related to Health Care, stand on picket line's defending the rights of those who cannot be there. We are still in negotiations going into 2014. So far we have worked on language and will be moving onto monetary issues. Together WE CAN DO IT. Make a

difference by participating in meetings with your union, volunteer for a cause, participate in democracy by voting in municipal, provincial and federal elections. Create a future that you can be proud of for your children, not one that is harboured by fear and complacency. Keep in mind that there really is power in numbers; it does not exist otherwise if we keep fighting each other.

Knowing your rights

- When being pulled into the office make sure you have a union representative present with you. The likelihood that you have been invited into an office for coffee and doughnuts is unlikely. You need to have accurate record keeping, knowing the Collective Agreement and Labour laws.
- Medical notes – ensure that you have an end date on the note even if you don't know the length of time you are going to be away from the workplace for.
- Know your Occupational Health & Safety and your right to refuse unsafe work, harassment and bullying.
- Injuries – When you get injured at work, make sure that you go and see the RN and fill out the proper paper work within 48 hrs. This way you have documentation of the injury, should future occurrences occur.

If you have any concerns, please don't hesitate to ask.

In Solidarity,

Melissa Wood

Melissa Wood, Unit Chair
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