



Mine Mill / C.A.W. – Local 598
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TO ALL MEMBERS OF MINE MILL LOCAL 598/CAW EMPLOYED AT FIRST NICKEL INC.



Re: Strike Mandate Vote

What does a strike vote mean?

In order to call a strike or any form of job action, the Union must first hold a vote by secret ballot in which all members of the bargaining unit have the right to participate, and at least a simple majority (50% + 1) of those participating must indicate that they authorize the bargaining committee to call a strike.

However, holding and winning such a vote does not mean that the Union intends or even “wants” to go out on strike or to conduct any other form of job action. A positive strike vote is simply a mandate to call a strike if and when the Union deems it necessary (following “no board report” from a conciliator). A positive strike vote is thus also a concrete show of support from the members of the bargaining unit for their negotiating team’s positions at the table: in the majority of cases, a positive strike vote strengthens the Union’s hand enough to achieve a fair and timely settlement without the members’ having to go out on strike

Why should we Vote for a Strike Mandate?

A strike mandate is used as a tool for the Bargaining Committee. It gives them power and leverage at the bargaining table, in an effort to negotiate a fair contract.

- Supports and backs the Bargaining Committee - the Bargaining Committee that you elected to negotiate a contract.
- A “NO” vote shows a divided membership and takes all the power away from the Union’s Bargaining Committee and gives it to the Company side.
- The strong mandate given by the rank and file to their Bargaining Committee allows the Union to negotiate a fair and equitable contract without resorting to a strike.

Whose bargaining team do you support? Your Union’s or the Company’s!!!

Since the Union has been in place at this Company and others, all of our gains have been because of our predecessors and because of either labour disputes or the successful use of the collective bargaining process. We know that the Nickel Bonus, COLA, Seniority Rights and Pensions would not be part of your employment packages without your Union.

Please remember all the hardships that the Brothers' and Sisters' have weathered for over 73 years. We owe it to ourselves and them to make a better workplace for present and future workers at First Nickel Inc.

DO NOT listen to rumors!! Contact your Bargaining Committee or contact Richard Paquin at 705-698-4622. Remember, **YOU are the Union!**

P.S. Please check your bulletin board for the upcoming Strike Mandate Vote Meeting.

In Solidarity,

Your Bargaining Committee

Tom Dattilo
Richard Paquin
Dwight Pierce
Roger Charbonneau

****Your other union representatives are: ****

Tim Miller (steward)
Cathy Mikkelsen (steward) 705- 595-2024
Roger Charbonneau (JHSC co-chair) 705-695-2455
Dwight Pierce (JHSC rep) 705-692-1017

