



Sudbury Mine Mill & Smelter Worker's Union Local 598/Unifor

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NEWSLETTER

Members that work at MANSOUR MINING

September 2014

Dear Brothers,

Here are some things that are happening. The union dues structure will be changing soon. Our local has been given the push to get this done ASAP. If you would like to learn more about this, please attend the next membership meeting which will be posted as soon as the time and date are agreed upon.

I'm sure you are all aware of the hassles that we are all having with the temporary shift transfers. I will be sitting down with management to talk about this matter and hopefully have it all worked out to avoid the problems we have been having. I know it hasn't even been a year yet but this is a new article that was added to the Collective Agreement and the expectation that changes like this would be a little hard to do for the company are to be expected, but I have confidence that they will be achieved.

For those of you who would like to know the language in your C.A. This is what it reads.

Article 9.04 - In the event that an Employee is required or requests to switch shifts on a short term basis, that employee shall not bump any worker from the cross shift, but shall be considered a labourer's position. This is for temporary transfers only.

So, for those of you who want to know what this really means, if you are asked to switch shifts or you ask to switch shifts for a temporary time, then you will not take an operators job from someone on that shift who can do that job but instead you will be given a labourer's job. This is how it was run for a very long time at Mansour and now we have it put into our collective agreement.

Health and Safety - I know most of you know this but for those of you who do not, this is how it should work when you identify a problem at the work place. Once a problem has been found, report it to your supervisor, manager or such person of authority. At this point you have done your job on that matter. Now, when you're Joint Health and Safety Committee (JHSC) does the plant inspection, you must notify them of any concerns that you may have so it can be put on record, which is a legal document. Also, if the matter is not taken care of right away, and you feel it could endanger you or someone else, you have the *right to refuse* the unsafe work. (**Article 4.08** of your C.A.). Please keep this in mind and know that it is not the JHSC that does the repairs. It is the COMPANY. The committee cannot enforce the company to do anything, we notify them, we keep notes that the matter has been brought up to the company and do our best to encourage the company to get the problems fixed right away.

On the topic of your Collective Agreement, once the complete copy of the C.A. is properly looked over and signed by the company and the bargaining unit, I will be getting copies made so, if you want one, please let me or one of your stewards know and we will be happy to give you one. I am also going to be having an electronic copy of our C.A. put onto our website at www.minemill598.com.

In solidarity,

James Hihuala, Unit Chair