



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

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# NEWSLETTER

## Members that work at MANSOUR MINING

October 2014

Dear Brothers,

**INJURY AT THE WORKPLACE:** If you are injured in any way, please report it. Even if you think nothing will come of it, report it! This way, if something does come of it, a day, week, month or even longer down the line, there is proof that it happened at the workplace. It makes it so much easier for you to get the compensation you deserve.

When I say injury, I don't mean just cuts, scrapes or bruises either. I am referring to injuries without bruises, sore throats that were not there when you started work, headaches from things such as fumes and the list can go on. Report everything! Do not be thinking silly things that would convince you not to report it, REPORT IT! It can be detrimental to a compensation claim later on in life and it could be the very reason why a claim could be denied when you need it the most.

**MEDICAL APPOINTMENTS:** If you have a medical appointment, our Plant Manager, Kevin Murphy will require proof of your appointment. This is in addition to submitting your absence form. If you do not bring in the proof following your appointment, your absence will count as time missed from work regardless of whether you submitted an absence form or even if you gave sufficient notice of your request. My recommendation to everyone is to request your time off for your medical appointment a couple of days in advance of your appointment date. Upon return to work following your appointment, supply the Plant Manager with proof that you attended your appointment.

**MEDICAL PRIVACY:** The Company does not need or require your diagnosis. If you break your leg, at work or at home and you go to the doctors/Hospital, get the required note confirming that you attended the physician's office, but when the Company asks and direct questions with respect to the illness/injury, you DO NOT HAVE to disclose that information. You do not have to tell them anything more than what is on the doctor's note. That is your private information and no one else's business. If you have restrictions, your doctor will indicate this on the note. There are three pieces of information that the Company will need to know and it will be covered on the doctor's notes. 1) Length of time you will be off work, 2) If you require modified work and your restrictions, and 3) That you are cleared to resume full duties (when that time comes). THAT IS IT. Don't be bullied or persuaded in any way that your private and personal medical information is any one's business. It's your business, and only yours. If the Company insists to know your medical information, ask for a union representative immediately and your rep will remind the Company of what information they are and are not privy to, by law.

**NEW HIRES:** The Company has hired several new people and it's a good thing that the union now has the language in the collective agreement where we are able to take some time with each new hire to familiarize them with the union. The Company, for some unknown reason, is still telling the new workers that they are not part of the union they have passed their probationary period, but this is NOT TRUE. Any worker who pays union dues IS part of the union. So for all of you that are new hires, you ARE part of the union. You are with us all. The only limitation that the union has is that we cannot help you if you are dismissed/terminated during your probationary period UNLESS it is for discriminatory reasons.

**HEALTH & SAFETY:** <sup>1</sup> Your Joint Health & Safety Committee has been told that there will be an air quality test done at the weld cell (welded ring) machine in the fall. The Company is waiting for an available time from the Company who will be doing the testing. <sup>2</sup> For those of you who would prefer to shower at work after your shift (before you go home), the Company has advised the JHSC that they will be sending a sample of the water to be tested at the Health Unit to make sure that it is safe for this purpose. Your JHSC will keep you posted. <sup>3</sup> The new shipping door in the warehouse will be getting an overhead canopy to protect the workers in that area. Your JHSC was told that this will be done before the bad weather gets here.

In solidarity,

*James Hihnala, Unit Chair*