

# Nicky & Sam's Newsletter

January 2009

## Where we come from

### Inside This Issue

1. Where we come from
1. Our fellow Brothers/Sisters
2. Message from Chair
2. Mine Mill Election Update
- 2 CAW Bursaries
3. Message from Hemi Mitic
4. So You Know...
4. Message from Nat. Rep
5. The Union Advantage
6. Health & Safety
7. How to contact us
7. What's coming up?

Local 598 has grown from its roots representing the Production and Maintenance workers at Xstrata Nickel into a dynamic amalgamated local representing approximately 1700 workers in the mines, mill, smelter, manufacturing, offices, services, addiction and health care areas across the Region.

We encourage our members to talk to anyone employed in any unorganized workplaces about joining our Union. The benefits of a collective agreement and Union representation are vital to workers in all sectors of the economy.

## Our fellow Brothers/Sisters

Xstrata Nickel  
Finlandia Hoivakoti, (Nursing Home)  
Iris Addiction Recovery for Women  
University of Sudbury  
First Nickel Inc.  
Elizabeth Center  
Mansour Mining  
Midas Car Care  
St. Joseph's Nursing Homes  
Finlandia Care Services  
Lafarge Construction  
Copper Cliff Manor  
Norcat  
Mystik Services  
Nutra 2000

## F.Y.I.....

This is a reminder that our strike pay from our 2008 strike is non-taxable.  
You do not need to claim this on your income tax.

## Message from Chair

### Vacation and Lieu

Questions and concerns have been brought forward to the Union concerning vacation and lieu time. I hope this newsletter will answer most of them. Before the vacation picks began in October/November the Union received notice that each department will approve one (1) person to be off at any given time. This does not mean that another employee could be off as well. We encourage all employees to submit LAF's for any time off needed even if there is another employee off at that time. Employees will be granted time off as long as there are employees available to work. If you have any more questions concerning vacation and lieu requests please feel free to talk to us.

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### Mine Mill 598/CAW Election Update

This is a reminder to get out and support our Unit Chair. Frank is running for vice-president of local 598. Voting is taking place at the Mine Mill Hall on the following days:

Voting will take place on Monday, January 26<sup>th</sup> from 9 a.m. to 5 p.m., Tuesday, January 27<sup>th</sup> from 12 Noon to 8 p.m., Wednesday January 28<sup>th</sup> from 9 a.m. to 5 p.m., Thursday, January 29<sup>th</sup> from 12 Noon to 8 p.m. and Friday, January 20<sup>th</sup> from 8 a.m. to 4 p.m. at the Union offices.

If a candidate does not receive a clear majority of all votes cast, a run-off election will be necessary and will be held Thursday, February 5<sup>th</sup> from 9 a.m. to 5 p.m., Friday, February 6<sup>th</sup> from 10 a.m. to 6 p.m., Monday, February 9<sup>th</sup> from 9 a.m. to 5 p.m., Tuesday, February 10<sup>th</sup> from 9 a.m. to 5 p.m. and Wednesday, February 11<sup>th</sup> from 11:30 a.m. to 7:30 p.m.

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### CAW Bursaries

CAW bursaries are awarded to sons/daughters of CAW members in good standing entering their first year of post secondary education (i.e. university, community college, technological institute, teachers' college, nursing school, etc.)

One bursary will be available for CAW members with at least one year seniority attending their first year of post secondary education.

This is an entrance bursary and is not renewable for students entering subsequent years of study.

To learn more about CAW bursaries go to [www.caw.ca/en/5331.htm](http://www.caw.ca/en/5331.htm)

## Message from Assistant to CAW President Hemi Mitic

Greetings,

I would like to extend my best wishes and thanks to all the CAW membership and leadership at Sudbury Slots. We went through a tough dispute and we are still sorting out a few of the issues. We are however making progress and I'm optimistic that all of the issues related to the bargaining of our agreement will be resolved soon.

This is a tough period of time for workers and their families. In many sectors of the economy we are clearly not in recession, but a depression. Thousands of people are losing their jobs daily and our government seems to be hoping that the problems will fix themselves. As we all know, when consumers don't have the confidence in the system they will not go out and spend their hard earned dollars. This makes the situation even more difficult. It will take strong leadership from all levels of government to work our way out of this mess.

January 20 was a special day in the history of the world with the swearing in of Barack Obama as the President of the United States. I sincerely hope he will tackle the many issues that need to be resolved and provide the leadership necessary to stabilize the uncertainty.

As many of you know I have decided to leave CAW at the end of January. I have spent a great deal of time in Northern Ontario working with the many Locals and I want each and every one of you to know that it was a pleasure working with your bargaining committee. I also very much enjoyed meeting each of you and appreciate your kindness and support. It's not to say that we agreed on everything, at times we disagreed and voiced our opinion, which in the end I believe makes our organization even stronger.

Thank you for choosing CAW and I look forward to meeting you again sometime soon.

Best wishes to all.

# Hemi

### Article 25.08: Family and Emergency Leave

(a) Employees will be entitled to unpaid family medical leave in accordance with the Employment Standards Act to provide care and support to a specified family member for whom a qualified health practitioner has issued a certificate indicating the family member has a serious medical condition and there is a significant risk of death occurring within a period of twenty-six (26) weeks.

(b) Employees will be entitled to emergency leave of up to ten (10) days of unpaid leave of absence per calendar year due to:

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Employees will be entitled to emergency leave of up to ten (10) days of unpaid leave of absence per calendar year.

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- i. Personal illness, injury or medical emergency and
- ii. Death, illness, injury, medical emergency of, or urgent matters relating to family members as defined in Article 27 – Bereavement Leave.

Use of emergency leave will be considered authorized leave and will not prevent an employee from qualifying for Holiday Pay. Part days will be considered a day used.

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## Message from National Representative

I firstly want to congratulate your Committee for developing this newsletter for our CAW members at OLG Slots Sudbury and I look forward to being a regular contributor.

Since ratifying our last collective agreement, we continue to actively represent your interests all the while reminding OLG of their obligations and commitments. A few grievances have been files and for the most part we have been able to resolve them. In the fall, we signed off on the finalized agreement and OLG has confirmed this past week that they have also signed off on the agreement and have sent it off to the printers. We are hoping that the printers can turn around the order quickly so that everyone can be in possession of the agreements in the coming weeks.

We continue to conduct regular membership meetings and this is an important aspect as well of our ability to communicate with each other, away from the prying eyes of the employer. Please watch for meeting notices posted on the Union bulletin board.

If you have any questions or concerns, please do not hesitate to speak to your Committee members or myself.

In solidarity  
Brian Stevens

## The Union Advantage

### Benefit Coverage

Statistics Canada has issued new studies that look at the differences in working conditions for union and non-union workers. One of the studies looks at benefit coverage's using Survey of Labour & Income Dynamics Statistics Canada found that:

- 1 Extended health, dental and life/disability benefit coverage's for union workers were about double those of non-union workers (80% versus 40%)
- 2 The union advantage in pension plan coverage was even higher (80% versus 27%)
- 3 A majority of unionized workers (69%) enjoyed coverage under all 3 insurance plans
- 4 A majority of non-unionized employees (52%) had no coverage under any plan

	EXTENDED MEDICAL PLAN	DENTAL PLAN	LIFE OR DISABILITY INSURANCE	WORKPLACE PENSION PLAN
UNION EMPLOYEES	84%	76%	78%	80%
NON-UNION EMPLOYEES	45%	43%	41%	27%

"Unionization and Fringe Benefits", Perspectives on Labour & Income, August 2002.

### Earnings/Wages

In 2006, average hourly earnings of unionized workers were higher than those of non-union workers. The average unionized worker was paid \$22.47/hr and the average non-union worker made \$18.25/hr. Also, unionized part-time workers earn considerably higher wages than non unionized workers.

	Full-time	Part-time
UNION EMPLOYEES	\$22.47 an hour	\$18.72 an hour 19.5 hours weekly
NON-UNION EMPLOYEES	\$18.25 an hour	\$12.13 an hour 17.3 hours weekly \$209.84 average weekly earnings

Statistics Canada "Labour Force Survey" 2006 averages

FOR FURTHER INFORMATION ON THIS OR ANY OTHER MATTER, PLEASE CONTACT THE CAW ORGANIZING DEPARTMENT AT 1-877-495-6551 or visit our website [WWW.CAW.CA](http://WWW.CAW.CA)

## Health and Safety

### Stress in the Workplace

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#### OCCUPATIONAL HEALTH AND SAFETY

##### STRESS IN THE WORKPLACE

Have you ever been "hot under the collar" when a foreman has criticized you unfairly before your fellow workers? If this has happened to you, you were exhibiting a stress response.

Types of stresses include: physical stresses such as heat or cold; chemical stresses such as ammonia or carbon monoxide; and emotional stresses such as marital problems or unfair treatment by a supervisor.

##### The Stress Response

These stressors produce a biological reaction in a person which is called a stress response. The stress response includes increased blood pressure; increased metabolism (e.g. faster heartbeat and breathing); increased stomach acids, increased production of blood sugar for energy; faster blood clotting; increased cholesterol and fatty acids in blood for energy production systems and decreases in the protein synthesis, digestion, immunity, and allergic response systems.

The stress response is therefore called "non-specific". Regardless of the type of stress (physical, chemical, or emotional) the biological response is always the same.

The stress response undoubtedly served a useful function in primitive humans. Confronted by a physical threat, the body understandably activates its alarm system so that maximum energy is available for meeting and combating an emergency, or for fleeing, if that is the logical alternative. Because of this, the stress response is sometimes called the "fight or flight" reaction.

##### Stress in the Workplace

Consider these issues, all of which may increase or decrease stress:

- is the area well lit?
- is the pace of production too high?
- is the worker a new employee or new to the area?
- has the employee been properly trained before starting to operate the machine?
- is the work area too hot or too cold?
- is the worker being pressured by supervisors resulting in unsafe work practices?

<http://www.caw.ca/en/4673.htm>

## How to Contact Us

### Bargaining Committee

Frank Marcil –524-7043 (Cell 671-5320)  
Sam Schiafone – 920-7696  
Nicole Brown – 521-4035  
Email: slots.union@hotmail.com

### National Rep.

Brian Stevens – 1.800.268.5763  
1-416-567-8281 (Cell)  
[brian.stevens@caw.ca](mailto:brian.stevens@caw.ca)

### Stewards

Russell Bolton – 521-6735  
Angelene Cecchetto – 966-5449  
Tina Gilchrist – 897-3892  
Pascal Lapointe – 969-0430  
Sam McAughey – 966-1996  
Don Lecour – 855-0689

### Health and Safety

Tina Gilchrist – co-chair  
Denis Rodrigue  
Angeline Cecchetto  
Mary-Ann Klitsgaard

### Union Hall

Mine Mill Local 598/CAW  
Phone: 673-3661  
Web Site: [www.minemill598.com](http://www.minemill598.com)

## What's Coming Up

Contest to name your newsletter. Although we think Nicky & Sam's Newsletter sounds fine, we've been told to find something a little catchier. Therefore, we're offering a dinner for 2 at King's Buffet to the person who comes up with the catchiest name.