



Sudbury Mine, Mill & Smelter Worker's Union,  
Local 598/Unifor  
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**TO ALL MEMBERS OF  
SUDBURY MINE, MILL & SMELTER WORKERS' UNION,  
LOCAL 598/UNIFOR  
THAT WORK AT  
SUDBURY INTEGRATED NICKEL OPERATIONS - GLENCORE**

September 2020



**Dwight Harper**  
Glencore Unit Chair

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Brothers & Sisters,

As summer turns to fall, there is once again a heightened anxiety and uncertainty about our family's well-being as our children and grandchildren prepare to return to school and/or daycare. Couple that with the "Snowbirds" who are frantically looking for winter accommodations and one quickly realizes the new norm.

Adding to all that uncertainty is the pending contract negotiations. This week you should expect to receive the bargaining survey. It is important that you complete it and return it as it is your opportunity to voice what matters to you and to your bargaining committee. At our members request, a skilled trades meeting has been set for September 10<sup>th</sup> at 7:30p.m. at the Northbury Hotel. Yet, another venue to speak directly with your site Chief Stewards/Bargaining Committee about specifically skilled trades and site issues.

Also, as part of the bargaining process, prior to negotiations, outstanding grievance will be revisited and discussed with the intention of finding resolution or a clear path forward. We are also arranging a date for Mediated Arbitration and have arranged three dates for Arbitration. (trying to arrange a fourth).

Further fueling our members anxiety, is seeing our complement continue to decline as the hiring process struggles to keep up. Factor in the uncertainty around NRD, it's easy to see why there are concerns.

Amidst all the uncertainty, remain focused and safe – as always!

Yours in solidarity,

**Dwight Harper**

Senior Union Representative/Glencore Unit

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