

CAW  **TCA**
CANADA

LOCAL 2301

*Kitimat Smelter & Kemano
Power Operations
Workers*

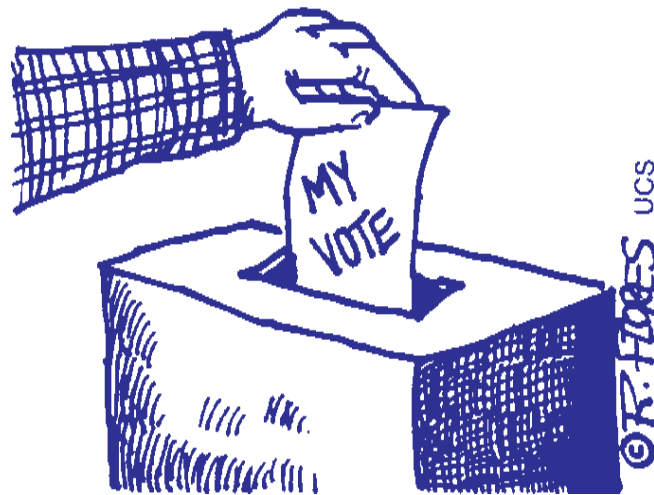
www.caw2301.ca



April 2009 Special Edition

CAW 2301 EXECUTIVE COMMITTEE ELECTIONS

YOUR VOTE COUNTS



2009 - 2012

Nominated Candidates

President (1)

Rick Belmont

Gary Warren

Business Agent (1)

Ken Hewson

Sean O'Driscoll

Union Safety Rep (1)

Jim Peers

Mike Schmidt

Trustees (3)

Karen Jonkman

Dave Lamke

Andrew McLaren

Marty McIlwrath

Darren Stamper

Guide (1)

Roy Fenton

Ron Fossil

Pat Murdoch

Elected by Acclamation

Vice President

Ed Abreu

Financial Secretary

Cam Wiebe

Sergeant at Arms (2)

Willie Knox

Mike Szmata

Recording Secretary

Jim Robertson

President (One position)



RICK BELMONT
FOR PRESIDENT

My name is Rick Belmont and I am asking for the membership's support in re-electing me as your President. I have been heavily active, non-stop, in this Union and have served the members of our Union for over 28 years.

Over the last 12-years I have enjoyed serving as your President. We have experienced some tough times over my time as President, but with the experience I have gained, hard work by many activists and your support we have been successful a lot more often than not.

Education

- Grade 12
- Business Communications
- Statistical Quality Control
- Accounting I
- All of the above courses at Sir Sanford Fleming College, Peterborough, Ontario.
- Prior to coming to Kitimat, I was a Union rep for the Machinists and AeroSpace Workers in Ontario. While there I worked on a couple of sets of negotiations.

Experience in CAW (CASAW)

- In 1981, I became a Shop Steward, then shortly after a Chief Shop Steward.
- In the spring of 1982, I was elected to the Grievance Committee and remained there until 1987.
- Early to mid 1980's I served for five years on the CASAW Executive.
- In the fall of 1982, I developed the first local basic Shop Steward training package.
- In 1983, I developed the local advanced Shop Steward Training package.
- From 1982 to 1987 myself and a number of other activists at the time spent many hours

training the whole Shop Steward body in both the basic and advanced Shop Steward courses.

- During this same time period, I also held the position of Employee Assistance Program rep for the Union.
- From 1987 to 1989 I was chairperson of the Job Evaluation Committee.
- In 1988 I served on the Union Negotiating Committee.
- In 1989 I was the spokesperson for the Union 12-hour shift committee where the Union finally achieved the 12-hour shift for Line 1 to 8 without any concessions.
- I was also a member of the 1990 Negotiations Committee.
- From the end of 1990 to 1994 I remained a Chief Shop Steward in Lines 3 to 5.
- Early in 1994, I became alternate on the Grievance Committee, then soon after was asked to go back on the Grievance Committee full-time. I held the position of Chairperson of the Grievance Committee right up to May of 1997 when I was elected as President.
- Just prior to 1997 I worked on two sub-committees for 1996 negotiations. The first committee was a restructuring of the grievance procedure to make it more effective and the second was to pursue a 12-hour shift for the wharf to get rid of ship rate and to adjust the rates accordingly. These changes were finalized by the Union Bargaining Committee in 1996 negotiations. There were positive changes in the Grievance Procedure and for the wharf the Union achieved the 12-hour shift, eliminated mandatory overtime, created 9 new full time jobs and increased the average wage there by four job classes.

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- In 1997, I was elected for my first term as President of Local 2301.
- 1999 I served the membership as Chair and Spokesperson for the Union Bargaining Committee.
- In May 2000 I was put back in the President's office by acclamation.
- In 2000, when the Company closed the town of Kemano I was spokesperson for a 15 month period in negotiating, the transition, shift and relocation of our Union Brothers and Sisters and their families.
- In 2001, I was spokesperson for committee that negotiated the Protocol Agreement as a result of the low water crisis when the Company chose to shut down Lines 1 & 2.
- In 2002, I was chair and spokesperson for the Union Bargaining Committee for the second time.
- In 2003, I was again put back into the President's office by acclamation.
- In 2005, I was chair and spokesperson for the third consecutive set of negotiations for our Union.
- 2005 – Delegate for CAW Local 2301 North American Aluminum Council.
- 1997 to 2009 – Standing delegate representing CAW Local 2301 at CAW National Council.
- Over the past twelve years as your President I have kept constant contact with our CAW National Research department, which has, I believe, been instrumental in achieving a lot of goals in bargaining.
- In the past couple of years our local has renewed our relationship with our Union Brothers and Sisters in Quebec and have become part of the North American Aluminum Council enabling us to track the aluminum industry.
- Also in the works, is a world wide Aluminum Council through the IMF (International Metals Federation) to track Alcan globally.
- In 2007 I was chair and spokesperson for the fourth consecutive set of negotiations for our union.

Courses and Seminars

In addition to these duties, I have taken a number of courses and seminars over the years.

- 1987 – Advanced Grievance Techniques
- 1988 – Negotiating Techniques
- 1988 – Pension Seminar
- 1989 – WCB Seminar
- Numerous Union Labour Schools
- 1996 – Expedited Arbitration Course
- 1998 – Medical Benefits Credit Course
- 2002 – CAW Collective Bargaining Course
- 2003 – Attended CAW Family Education
- 2004 – CPMS (Canadian Professional Management Services) advanced "Labour Contract Negotiations Program"
- 2005 – Northern British Columbia on Substance Abuse Training (Substance Abuse in the Work Place)
- Over the years I have put together and presented a number of submissions.
- Written submissions to WCB for our members.
- Prepared and acted as council for our members in WCB hearings.
- Presented submissions to the Royal Commissioner of WCB proposed changes in the Act.
- Been council for our members in CPP disability appeal hearings.
- Council in EI appeal hearings.
- Sat on Tribunals Sound Services appeal hearings.
- 2006 – Workers Compensation Claims Advocacy Training – Level 1.
- 2006 – Workers Compensation Claims Advocacy Training – Level 2.

When I reflect back over the past twelve years, I have to say it has been very challenging times for our membership. As your President, being ex officio on all committees I've enjoyed working closely with the various Union committees over the years. One thing for sure, whether its committee work, a group of members with issues or a single member, I have always made time to follow up on their problems and done my best to address their needs. This entailed addressing numerous work stoppages, negotiated new shifts, safety issues,

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involved with re-organizations to ensure members rights and literally hundreds of day to day individual member's issues. In doing so I believe I have pursued the issues seriously and treated my Union Brothers and Sisters with the utmost respect.

Let's take a look at what has been accomplished by our Union over the past twelve years. **Don't get me wrong this also took a lot of hard work by the activists around me and great membership support to achieve these things. But on the other hand if you don't have a strong Union President spearheading these major changes they won't happen either.**

Union Finances

When the new Executive took over in 1997 we were \$30,000.00 in the red in our general revenue. The Union was not broke by any means as we still had our strike fund but our regular moneys or general revenue was running in the red. Our practice for paying bills was usually one month after receiving them, and for every set of negotiations costs were taken from the strike fund. The significance of this is that our local uses the portion of monthly dues (general revenue) left after sending our CAW National their part, and the interest from our strike fund to provide the services to our membership. If we constantly keep dipping into the strike fund, it reduces our ability, financially, to continue current membership services down the road. Soon after 1997 once our finances were caught up and continuing today our bills are not let sit for a month but instead paid as soon as we get them.

Since 1997 we have gone through four sets of negotiations (1999, 2002, 2005, 2007) and not one penny has been taken out of the strike fund for bargaining. In addition to that an elevator has been installed in your Union hall and we have purchased the parking lot across the road, all budgeted and paid for out of general revenue, not the strike fund. Your Union Executive has done a good job handling membership dues. Our Union Local 2301 has never been in better shape financially. In fact, the money has already been put aside for the 2012 Negotiations.

Union Communications (i. e. Hotline)

In 1997, when I first became your president the Executive of the Union sent out letters to all com-

mittees making it compulsory to submit Hotline committee reports for our by-monthly Union paper. It's extremely important to report to the membership on what is going on in the various committees throughout the plant. This practice has continued over the past nine years and as everyone well knows when you open up a new Hotline there will be numerous committee reports letting the members know the workings of their Union.

Training For Activists

In 1998 the Union Executive sent me down to Vancouver to attend a CAW National training meeting. In that meeting I was able to convince the National to allow our Local the right to run Union training seminars out of our Union hall. The significance of this is for the cost of sending two of our members to Port Elgin we could then give the same training to fifteen Shop Stewards in Kitimat. The CAW National also waved the registration fee of \$70.00 because we also allowed reps from other locals in our area to attend.

In the 2005 negotiations the Union was able to negotiate 800 hours for Shop Steward training. So from now on, it costs nothing for the National trainer, it costs nothing for the registration and it costs nothing for lost time up to 800 hours. What this insures is that from now on every Shop Steward in Kitimat Works will get some form of training every year with little or no cost to the Union.

Seeing that the current Executive have already put aside the money for 2012 negotiations, our Union has an excellent opportunity to invest even more money into Activist Trainings over the next three years.

Our union must continue to invest time and money in passing on information and skills to ensure we always move in a positive direction.

Prepaid Medical Flights

In 1997 the new Executive took over in May and by August 1st, 1997 the first "Prepaid Medical Flight" was booked out of the Union hall. If you have ever had to use it for yourself or one of your family members, I think you will agree that this is a great benefit the Union provides for our members and their families. Some years since 1997 the Union has booked over \$250,000.00 in Prepaid Medical Flights for our people.

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Pension Improvements (i.e. Early Retirement)

Over the past twelve years through four sets of negotiations, 1999 being the big break through, your Union leadership with a lot of hard work of many activists and the support of the membership have continually improved the "Pension Plan."

Today our members have one of the best pension plans in North America as far as the Private Sector is concerned.

Our Union must continue to adjust the value of our pension and pursue getting out Union Brothers and Sisters out of the smelter as early as possible.

Retiree Benefits

Retiree Benefits is another area where your Union has continued to negotiate improvements over the past four sets of bargaining. Remember, the Company prior to 1999 negotiations took the position that pensions and retiree benefits are not negotiable. Well they don't say that now. In 1999 negotiations we got our foot in the door. In 2002 negotiations your Union achieved Vision Care, Basic Dental and also added transportation coverage for an adult travel attendant for retirees. In 2005 bargaining yet another barrier, age 65, was crossed extending MSP and some benefits to age 70. In addition to that the medical travel premium subsidy was increased from \$15,000.00 to \$50,000.00 annually.

In 2007 our Union negotiated for the company to increase their subsidy to AMPRE, reduced the deductible, increased the lifetime value, increased the value of Vision Care, got our foot in the door with value toward Dental (Plan B), increased time for medical coverage of surviving spouses and increased value for retiree medical travel.

4 Successful Sets of Negotiations

Over the past twelve years I have been your President and spokesperson through four sets of negotiations where the Union Membership has made major gains, not only in pension and retiree benefits, but also wages, regular active employee benefits, safety language, contracting out language, increased all premiums, rights to representation and many other areas of the CLA.

A union must always maintain a certain amount of balance when preparing for negotiations. This

doesn't just happen, but takes a lot of hard work and planning by the leadership of your Union.

We must always try to improve the life style of our retired Union Brothers and Sisters, but we can't forget the continued improvement of wages, benefits and rights of our active members as well.

I believe that over the past twelve years as your President our union has achieved this balance and if re-elected I will work hard to continue this approach for our next set of negotiations in 2012.

2012 Negotiations

2012 will be our first set of negotiations with our new employer, Rio Tinto Alcan and judging by attitude to date, this could prove to be very challenging.

Our union will have to utilize every bit of skills and experience available to move forward.

Job security must always be a top priority. The Union has been fighting for job security relentlessly for years. As a Union/Membership we must find new ways to challenge this issue. Over the past four sets of negotiations the Union has successfully improved contracting out language and has forced the company to resign the job security Letter of Understanding (24-LU-#1). The fight must continue.

Safety must always be a priority and we must be strong in following our Joint Safety Program which was agreed upon a number of years back. We must stay opposed to a lot of the Rio Tinto Alcan team concepts and behaviour based safety philosophies. In the last while our Union has been calling WCB officers in more and more to address unsafe and unhealthy conditions in the plant and we must continue this practice to keep the company honest.

Wages, benefits and improving our member's rights must always be part of the negotiations package for our active and retired members.

If re-elected as your President, one thing is for sure; I will be there in 2012 negotiations fighting hard for the membership.

In closing, I want to let the membership know I have enjoyed the last twelve years as your President. I still love what I am doing. I have the energy; I have the experience and the knowledge gained over the years and with the support of my Union Brothers and Sisters it would be a privilege to serve as your President for another term in office.



President (One position)



GARY WARREN
FOR PRESIDENT

My name is Gary Warren.
I believe in love, compassion, courage and working peoples' rights.

Work and Life History

- Hired – fired same day, showed up for work – job shut down by employer and I was sent home and not allowed to return to work until I wore steel toe safety boots (age 10 or 11 over 40 years ago).
- Went home grabbed my Dad's size 9 steel toes went back and got the job done to boot....
- Just got hired after high school went on strike lost that job (Union Mine Mill Local 598).
- Worked at Elliott Lake, everyone lost their jobs (both staff and hourly) when Denison Mines shut down.
- Worked for INCO – lost job due to layoffs (2500 workers lost jobs) 1978.
- Carole (the love of my life – 32 years married 5 years dating total 37 years) moved to Kitimat 1978 to present.
- Lost set of identical twin girls in fall 1978. That was the lowest point in our lives.
- It's been up hill since then.
- Raised two beautiful children who have left Kitimat because of a lack of work. One is an LPN (nurse) and one is a HD mechanic apprentice in Alberta.

Currently I believe safety at work is at an all time low.

- Equipment is run into the ground.
- Potroom working conditions are terrible.
- Don't forget well over 20 of our members lives have been lost because of recognized industrial

disease contracted in areas such as the potrooms, gas skirts, etc.

- Stress in the workplace (the new Industrial Disease, will cause heart attacks, diabetes and numerous other illness because of workers being asked to work and do more with less).
- Overtime brings the greed out in workers, drives costs up because of marriage problems, drug problems, financial problems just to mention a few.
- The last Union bulletin that came out telling our members to work overtime or members could be jailed, this was totally outrageous. Our members are not slaves. The Company and government shouldn't be doing this as unemployment is at an all time high.
- Job security – work toward securing a new plant that will eliminate current health and safety issues, secure jobs for the next 50 years, help Kitimaat Village, Kitimat, Terrace and outlying areas.
- Build a new plant and I believe new businesses will come and help this area grow to 50,000 people plus as that was the original Company plans.

Pensions

Our pension multiplier for all. United we stand, divided we fall. Well over 20 years ago I told CASAW leadership that where I come from Union's stood together on pensions. For this split among members and production against trades. Both Mine Mill 598 and USWA Local 6500 have had one pension for all its members. None of this trades against production issue. Retirees need full benefits for life and the time to achieve this is when we are all working.

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Business Agent (*One position*)



KEN HEWSON
FOR BUSINESS AGENT

My name is Ken Hewson and I am running for the position of Business Agent of Local 2301. This position is a full-time position within our local. The position of Business Agent is a very important one, as you not only look after the day-to-day running of our local, but also look after the other Unions around our community including the Kitimat District Workers Local 2300, Russel Metals and Westburne Electric both Local 2303, and the Dairy Queen Local 2306.

The Business Agent helps with WCB claims, grievances and arbitration training of activists, benefit claims for our members, attends various Labour Council meetings, and Executive meetings, Labour Relations meetings and many other duties related to our local and the other locals we are responsible for.

This position is a very responsible and varied position requiring in my view a well-rounded knowledge of Union affairs, and being able to make well-informed decisions based on good Union experience. At the present time I am a member of the Grievance committee, member of the

Contracting Out committee, a Chief Area Shop Steward, and an executive member of the Skilled Trades executive. I have in the past been on Job Evaluation, Shop Stewards Council, a Negotiations Team member for our local, and the Financial Officer for our local. I have attended numerous courses on duty to accommodate, labour arbitration courses, medical evidence courses, labour history, the sociology of work, and political and labour history courses as well as various National and Local conventions. I have also presented cases at arbitrations, etc.

My diversity of positions held within our local Union as well as my 29 years of shop floor experience, in various departments has broadened my base of experiences needed to manage a wide range of issues.

I firmly believe I have the necessary background and dedication it takes to be Business Agent for our local.

I believe I have what it takes to stand up for what is right for the membership in all situations. I

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- I started in the potrooms Line One February 17, 1978 as a potman, then equipment operator, and into the crane in 1C.
- We had no diesel crust-breakers or trimmers. We trimmed the runs by hand. Six people per building.
- I'm currently a live filed HD Mechanic gangleader. I have never looked down upon workers. My apologies to the production workers who have felt looked down upon by some of the skilled trades workers.
- I care about all of our members in Kemano, Kitimat Works, Temporary Employees and Retirees.
- There is one thing that I still have to check and that is the legal aspect of my pension.
- I have enough life skills and analytical trouble shooting skills to come to a positive resolution for all parties concerned. When I fail I also know the members will pick me up so we can all move forward.



Business Agent (*One position*)



SEAN O'DRISCOLL
FOR BUSINESS AGENT

By way of a quick introduction, I am Sean O'Driscoll and work as an electrician in Central Electrical. I previously worked in gas collection, lines 3-5 and lines 1 & 2 prior to receiving an apprenticeship in 1996. I will have 15 years of service this year and am asking for your support in running for the position of Business Agent. Hopefully I have been able to make a positive impression upon you in my day-to-day activities as a Shop Steward, OHS&E Rep and co-worker.

Rather than try to impress you with a lengthy recitation of past positions and accomplishments I will only briefly note that I currently hold the Executive Board position of Financial Officer and have been a Trustee in the past. I also am the Area Chief Steward and Chief Area OHS&E Rep for maintenance in addition to being the Chair of the Shop Stewards Council.

One does not make the choice to run for an eminent and demanding position easily. I realize that if I am successful in this election there will be a lot of learning and work to do (handling WCB

cases, the administration of the local union office, negotiating collective agreements for our other community CAW locals, other duties as assigned by the Executive – the list goes on). As a result of the encouragement and support from past and present activists and members I feel that I am ready to take the next step in our Union, and the membership should feel confident that I am the right candidate for this position.

An important consideration in running for any Union position is the recognition of not trying to do too much and to “make space” in order to allow others to step forward and become more active in the Union. This is no more apparent than here because if I am successful I will need to focus on the BA position while others will have to take on the roles I currently hold, and I must say that through my involvement in Union education and activities in the plant I have been very encouraged by the quality, spirit and determination of the newer activists in our Union – they will be our future leaders.

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believe I have the perseverance to see things through to their conclusion regardless of how long or what it takes to get there.

There are lots of changes starting and no doubt more to come for the membership. I believe my dedicated service to the membership over the last 29 years will help me deal effectively with anything that comes our way.

As I have said the position of Business Agent is an important one, as you do not just represent Local 2301 but other locals as well. My maturity and strong experience in a variety of positions within our own local is an asset that would benefit this membership if I were to be elected as your Business Agent.

In closing I believe the experience, maturity and knowledge that I have gained, within the Union movement, and throughout the plant is what the membership will want in a Business Agent for our local. My work experience has been over twenty years in Lines 1 & 2; the other almost nine years has been in conveyors and the steam plant/scrubbers area, where I presently work as a power engineer.

I respectfully ask for your support on May 4th and 5th to be your choice as Business Agent for Local 2301.



TRUSTEE *(Three positions)*



KAREN JONKMAN
FOR TRUSTEE

Hello Brothers and Sisters,

I am asking for the opportunity to represent you as Trustee on the CAW 2301 Executive.

I was hired as a temp in 1989 and have been full time since 1996. I have worked in First Aid and Stud Rebuild, and am currently working as a Warehouseperson in Stores.

During my employment at Alcan I have been actively involved in our union.

My current responsibilities include:

- OHS&E rep – 12 years
- Human Rights Committee Member - 5 years
 - First 2 years as an active member
 - Past three years as Chairperson
- Women's Committee - 3 years
 - Original founding member
 - Three years as Chairperson

Some of my training and education:

- Certificate in Purchasing (2009)
 - Purchasing Management Association of Canada.

- I have been recently qualified as a professional buyer. I have the training and ability to make the best decisions when purchasing goods or services for the Union Hall, and our membership.

- Lancaster House Human Rights and Accommodation Conferences.
 - I have attended four of these annual law updates in the past five years. The focus of these conferences is the latest decisions and trends in human rights, disability, accommodation, and arbitration cases in our province.
- CAW trained Women's Advocate
 - This past September I attended intensive training in London, Ontario, which gave me the skills and knowledge to support and assist members facing crisis at home or at work - MALE OR FEMALE.

As an active member in our community some of my responsibilities have included the following:

- Former member of the Board of Directors of the Kitimat Child Development Centre.

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Hopefully, by the time you read this you were already aware, either by talking to me personally or through the grapevine, that I was running for Business Agent and had decided to support me in the election (also many thanks to those that have been doing some campaigning for me). For those that are undecided or otherwise, my goal here has been to impart upon you that I have a great desire to be given the opportunity to fill what will be a large vacuum within the Union upon Brother Lechner's decision to take a position with the

BCFED (all the best, Brother!). My love of a challenge and for serving the membership are what keep me going as a Union activist, and the BA position is full of instances of both. My dedication is to you, the membership. I promise to deliver responsible, effective and committed leadership. Thank you for your consideration and support.

Remember, this is your Union; be an active part of it and get out and vote. And to all those running for this and other positions in what looks to be a very interesting election – best of luck!



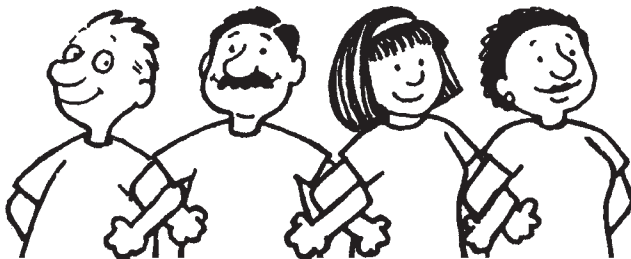
TRUSTEE *(Three positions)*



ANDREW MCLAREN
FOR TRUSTEE

Hard working.
No B.S.

Vote for me.



DAVE LAMKE
FOR TRUSTEE

My name is Dave Lamke and I am currently running for the position of Trustee on our Local Union Executive.

I have worked at Alcan (Rio Tinto) for the past 20 years. During those years I have been a shop steward and safety rep, serving the membership in lines 7&8 and Pot Replacement and am currently a safety rep at the Wharf.

I have past experience as a Trustee on our Local Union Executive. I served as a Trustee during the transition of CASAW to CAW. During that time I was also involved in renovating the upstairs of our current union hall.

I have also sat on many committees dealing with safety issues throughout the years, such as objects falling from cranes and airlines in pot rooms 3 – 8.

I look forward to representing our Union as a Trustee on the Local 2301 Executive with your support.



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During my four-year term, I held positions of Vice President and Secretary.

- Former Kitimat Community Group Facilitator for the Autism Society of BC. I held this position for three years.
- Currently, I am the Registrar, and member of the Board of Directors of the Kitimat Karate Club.

We, the membership face challenging and difficult times ahead. Now, more than ever we must elect experienced and knowledgeable activists for the

CAW 2301 Executive. Seek out your candidates, ask questions!

I am here for YOU, to listen to your issues and concerns. I will act in your best interests. I will give you the representation you are entitled to.

I am approachable. I am accountable. I am capable of facing management with the tough issues.

I will work hard to represent YOU.
Make every effort to get out and vote!
Thanks for your support.



TRUSTEE *(Three positions)*



DARRIN STAMPER
FOR TRUSTEE

My name is Darrin Stamper and I am running for the position of Trustee.

I have worked at Alcan for approximately 15 years now in several areas of the plant. I spent many years in the Lines, and then I moved on to Casting until deciding to transfer into the Steam Plant where I am currently working.

I have been a strong Union activist over the years and have served the membership in various capacities, which include sitting as a member of your Union Bargaining/Negotiations committee, Trustee on the Executive, Shop Steward Council and Trades Executive Council member. I have also sat on the Grievance Committee and was chairperson for a couple of years representing the Union on a daily basis including preparing and presenting grievance cases at arbitrations. I have also served as a member of the Medical Placement and Environmental committees.

I have had the opportunity to gain knowledge and schooling through attending a number of courses and seminars over the years, including: advanced grievance handling techniques, WCB case prep courses, arbitration courses, Labour Law seminars, Collective Bargaining course, Duty to Accommodate and Human Rights and the Law, to name a few.

As a member of the Union Executive I will provide the membership with a strong voice to address any negative Company actions. Also, continue to strive towards improvement in our pensions, benefits and continue to address the contracting out of our jobs. I also believe that we should move forward towards a possible Bonus Plan system, the Company has made a lot of money off the backs of the workers for a long time, it's time that we get some of the profits (NOT JUST THE SUPERVISORS AND STAFF).



MARTIN MCILLWRATH
FOR TRUSTEE

My name is Marty McIlwrath and I am running for the position of Trustee. I have worked at Alcan for twelve years in many areas of the plant including: Wharf, Railroad Crew, Ingot Finishing, Casting, Gas Collection, Steam Plant, Pot Lining, Mobile Equipment, Warehouse, 226 Welding Shop, Stud Rebuild, Pipe Shop, and at present Sanitation.

My past experience as an officer of the union is as follows: I am a Chief Shop Steward and also a member of the Job Evaluation Committee. I have also, in the past been a member of the Grievance Committee. I have a lot of training and experience dealing with members' issues.

I look forward to serving the membership as a member of the Executive in the form of Trustee if elected.

Uncertainty is the creator of the low morale within the plant. I will be a strong voice in advocating for the modernization and fighting for our members' rights!



This "NEW" Company seems to have a different philosophy when it comes to workers' rights and "re-orgs" almost seemingly forcing their agendas down the throats of our Brothers and Sisters. That is why it is now more than ever important to continue to work **together** towards the future, job security, ensuring the modernization moves ahead and the health and safety of our members are upheld.

I believe that I have the experience and the background to continue to fight for the rights of **all** the workers within our Local, past and present.

Please get out and vote and support your candidates and Union on Election Day!



GUIDE (One position)



PAT MURDOCH
FOR GUIDE

I am running for Guide for the executive as I feel it is important to have a strong executive as we meet the challenges facing us.

I have been an Alcan employee for 20 years and I have been active as a shop steward and KKHOS member.

I believe that we have to be proactive for ourselves as members in our union and as my child is now older and I have a husband I am able to step to the forefront to represent you the membership. I have toured through the lines and casting over the past several years getting to know each of you on A and B shift and trying to learn about your issues and bring you answers.

I hope that you get out there and vote for the people that you choose to represent you, as we need to be more active in the years to come and support solidarity.



ROY FENTON
FOR GUIDE

My name is Roy Fenton and I have been an employee of Rio Tinto Alcan for the last 18 years. I have always been a potline employee, first in Lines 1 & 2 and then in Lines 3 to 5. I am a Shop Steward and an OHS&E Rep, and I currently hold the Union OHS&E Council Chair position.

I am running for the position of Guide. I believe in unions and their importance in the struggle for liveable wages and benefits and keeping companies accountable to the membership.

So with this in mind I am asking for your support in this election.



RON FOSSL
FOR GUIDE

My name is Ron Fossil and I am running for the position of Guide.

I am currently Chief OHS&E Rep for Org 12 as well as a Shop Steward. I have held the position of Sergeant-At-Arms on the executive board of our local from 2000 – 2003.

I have worked at Alcan for 28 year, all of them in Org 12. I have been very active as a union rep, fighting for the workers' rights. During the three years I was on the executive board, there were a lot of challenges that we faced, i.e. Lines 1&2 shutdown, the low water crisis and manpower issues. I learned a lot during those difficult times, and I feel I am ready for the challenges again. This company seems to be a totally different one from when I started.

I hope I have your support. I will work hard and continue to listen to the workers' concerns.

Thank you.



SAFETY REP *(One position)*



JIM PEERS
FOR UNION SAFETY REP

My name is Jim Peers and I am looking for your support for the position of full time safety representative. I have lived and raised my family in Kitimat for the past 29 years moving here from Nova Scotia in 1980. I have worked for Alcan for 28 years and during that time I have worked throughout the plant including labour pool, Kemano, anode paste plant, pot start up, fab shop, conveyors, lines 3-5 and lines 7&8 where I currently work on C shift.

I have been an active member in our union for 25 years and I have represented the membership in various capacities some of these are:

- Chief shop steward, representing the membership in filing and resolving of hundreds of grievances on their behalf from problem solving up and to arbitration.
- Crew safety representative where I have represented the membership at the area OHS&E meetings, organizational OHS&E meetings, KKOHS&E meetings and the OHS&E council meetings, accident & incident investigations and safety work refusals up to and including WSBC rulings.
- Chairman of the deep snow labour society, where I negotiated the sale of the old union hall and coordinated the completion of renovations of the downstairs hall.
- Member of the 12hr shift committee for the pot rooms, which negotiated the current 12-hour shift, 1989.
- Member of the 1990, 1996, 2002, 2005 negotiating teams which saw wages increase by 42% as well as increases in medical benefits, retirement benefits, retiree benefits, registered retirement plan and improved contract language. As part of these committees I took on leadership roles on the 12-hour shift committee for the wharf, packaging committee, Logistics, safety language, grievance procedure language and sabbatical leave.
- Guard on the executive, 1991-93.
- Member of the grievance committee, 1997-99.
- Member of the EFAP committee, 1997-99.
- Past co chair of SMU 11 OHS&E committee 2 terms and after we changed to an org. system I was co chair of org. 10 OHS&E committee for 1 term.
- Currently 7&8 area OHS&E committee co chair.
- Currently reduction area Chief Shop steward.

I have had union training in:

- Ergonomics
- Accident, incident investigations
- Work place inspection
- Human rights
- Contract negotiations
- Basic and advanced shop steward
- WHMIS (Workplace Hazardous Materials Information System)
- WSBC. Regulations
- Hygiene sampling

Along with this union training I have 20 yrs of negotiations experience that has helped tremendously with the day-to-day dealings with this company.

Why am I running for the position of full time safety representative? I am running for the position of full time safety representative because the membership needs the support and the representation in this position. Because of the

SAFETY REP (One position)



MIKE SCHMIDT
FOR UNION SAFETY REP

Hello my name is Mike Schmidt and I'm seeking your support in being re-elected to the position of Full Time Safety Rep.

I took on this role after the sudden loss of Brother Ross Slezak and completed his term up until these present elections. I feel I have served the membership well and put the Safety of our Brothers and Sisters first and foremost.

There have been many challenges in my time on the job and there will be many more in the weeks, months and years to come as the Company tries to implement their agenda of cost savings throughout the plant. This is not a challenge I take lightly as the health, safety and well being of our members must be respected, no matter what the price.

Every issue that a member brings forward is important to them no matter how big or small and I believe I've given each issue the respect it deserves. I would hope that I can continue in this role and build on the valuable experience I've gained in my 6 years of working in safety.

I feel it is important that as the workforce ages and some of our strong activists begin retiring that some of the next generation of workers get involved and gain experience so our Union can remain strong going forward into the future. I believe this role requires responsible leadership and is very important. Responsibility is not just about "sticking it to the company". It is about making sure that every Brother and Sister goes home safely and in one piece. It is about making sure that every Brother or Sister gets to enjoy a healthy and long retirement free of sickness.

We have many tools at our disposal whether it be Article 20 in the C.L.A., WorkSafe BC regs, our Joint Health and Safety program, etc to keep the company diligent in their responsibilities. If they are not then it will be my job as Full Time Safety Rep to continue making sure they do so. I would ask that you give me your support in continuing the job I started by re-electing me to this position for the next three years.



...continued from the previous page

direction the company is taking on behavioural base safety (BS) with programs like tap root, take 5 and how they're going about reorganization of work. The membership deserves to have strong representation and leadership available to them from this position. I feel that I am the best candidate to fulfil this obligation. My past experiences, training, knowledge of the CLA, knowledge of WSBC regulations, 25 years of dealing with this company and representing you, the membership, has made me that candidate.

We are working in an old plant and there are a lot of risks and hazards working here. A new plant is the only way to help eliminate most of those risks and hazards. The company can't lose sight of the current risks and hazards while we are waiting for the new plant to be built. If elected, I will make sure the company doesn't lose sight of that fact! I look forward to your support for this position. It's our union, and we are only strong when we stick together. Please participate and take the time to vote on May 4&5.



CAW CONSTITUTIONAL CONVENTION DELEGATE



ELIZABETH CLOAKEY

I would like your support in my bid for one of the three positions to be a delegate to the CAW Convention. I pledge to bring back a full report to the membership. It is important to keep contact and share information with as many groups of workers as possible in this ever-threatening environment. Knowledge is power, and we the little people need all the power we can accumulate because global giants threaten to wipe out all that has been gained over the years of struggles by the Union movement. The best of luck to all candidates.

ELECTED BY ACCLAMATION



JIM ROBERTSON
RECORDING SECRETARY

I look forward to serving the members as a table officer in the role as Recording Secretary and would like to thank the membership for their support over the years.

I would be honoured if you voted for me as a delegate to the CAW National Convention. Thank you in advance.



ELECTED BY ACCLAMATION



MIKE SZMATA
SERGEANT-AT-ARMS

Hello, for those of you that don't know me let me introduce myself. My name is Mike Szmata, and I am running for the position of Sergeant-at-Arms on our local executive. I have worked for Alcan for fifteen years, with thirteen of those years being a strong Union activist. Currently I am an OHS&E representative, Chairperson of the EFAP committee and a member of the Temporary Employees committee.

I am a strong supporter of our Union, CAW, and with the current government and management or mismanagement at Rio Tinto Alcan, we as a Union have to become stronger and stand together. I will work hard for us to achieve this and I will continue to tirelessly serve the membership.

Upon my completion as an executive officer of a one-year term it was a very educational experience for me and I look forward to the next three years, once again serving the membership as an officer.

I proudly accept the position of Sergeant-at-Arms by acclamation and I would be honoured if you voted for me as a delegate to the CAW National Convention.



WILLIE KNOX
SERGEANT-AT-ARMS

I have been at Alcan for 7 years most of which has been in casting as well as a year in the potrooms. I have been serving our members as a shop steward for a number of years and more recently as chief shop steward as well as the Alternate for the Grievance Committee.

I have had the privilege of attending a workplace leadership / grievance handling course at C.A.W. Educational facility in Ontario. I would like to further my knowledge and experience within the union and help be involved leading our local and the members into the next 3 years, as they will be an important 3 years leading into the future of our local.

With my strong communication skills I feel I will be able to represent our members and all of their concerns at the Executive level.

Thank you for your support and I look forward to working with you and for you in the future.



ELECTED BY ACCLAMATION



EDDY ABREU
VICE PRESIDENT



CAM WIEBE
FINANCIAL SECRETARY

I have been employed at Alcan for 22 years. I started off in the Service Garage, moved to Ingot Finishing and then Sanitation where I was hired on as a permanent employee. Following Sanitation, I transferred to Line 7&8 as an Equipment Operator, where I remained for four years. Due to the shutdown of Line 7 in 1994 I was placed in a work pool of 24. For eight months I worked in Gas Skirts and then moved to the Wharf as a Crane Operator, where I still work today.

Experience

I became OHS&E Rep in 1986 and since then I have held the following positions with CAW Local 2301:

- Ergonomics chairman (Org 12) 1 ½ year to present
- CSSE Chairman 2002-2005 member to present
- Alternate Chief OHS&E Representative (Org 12) 2002-2004
- KKOHS&E committee member 2002-2004
- Environment committee member 2002-2004
- Clothing committee member 2002-2004
- OHS&E Council Executive, Recording Secretary since 2003
- Job Evaluation as a member and chairman since 2002 to present
- Member of the Grievance Committee since 2004 and currently hold the position of Chairperson
- Chairperson of the Plant Overtime committee
- Work with the EFAP committee first hand
- Recording Secretary for our Local from 2006 – 2008
- Vice President of our Local from 2008 to present.

As the Financial Secretary in the upcoming new Union executive I am committed to continuing the work of the past several Financial Secretaries in ensuring that the Union finances remain in the black. In 2011 with the Company starting to pay the wages for the Union President and the ending of the Union bill back premium to the Company, a significant new source of income will be available to the Union. These new monies will give the Union both the opportunity to keep the same level of services to a decreased membership if the modernization ever takes place, and if managed wisely, the opportunity to add new services for the membership. I look forward to working with the new executive in the upcoming three years.

Please take the time to vote for the candidates that are running in these elections. As a current executive member I know how much additional time and energy the members that are elected are going to have to commit to in order to fulfill their duties on the executive. Your taking the time and care to vote is always appreciated. To the candidates that put their name forward to run for a position in the upcoming elections good luck.



Over the years, I've watched as our Union operated in both good and bad times. Taking an active role in our Union has really helped me appreciate the need for us to have a place and people who we can use to help us with problems or to hear our views and ideas. We tend to dwell on the mistakes that we feel have been made in the past rather than look for the answer and move forward with them. I'll give you the benefit of knowing that at the very least you will have one man on your Executive that won't just follow the pack and will always speak his mind right or wrong.

Thank you.



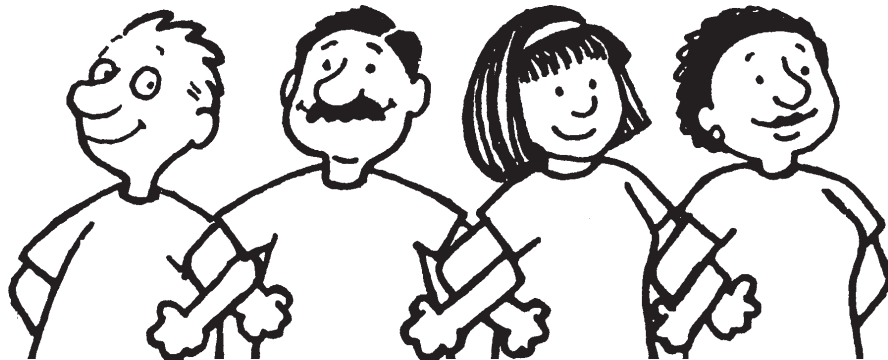
To be elected by the Membership at the time of Executive Elections

CAW Constitutional Convention Delegates

(3 to be elected)

Quebec City, August 18 - 21, 2009

- **Ed Abreu**
- **Rick Belmont**
- **Elizabeth Cloakey**
- **Ken Hewson**
- **Dave Lamke**
- **Marty McIlwrath**
- **Sean O'Driscoll**
- **Lucas Oke**
- **Jim Peers**
- **Jim Robertson**
- **Darrin Stamper**
- **Mike Szmata**



2009 Apprenticeship Openings

The company is inviting applications from permanent employees for the following apprenticeship openings in 2009. Employees who are considering applying for an Apprenticeship must have completed their Sabbatical leave at the commencement of the Apprenticeship. In addition, employees can accumulate for a Sabbatical leave during an Apprenticeship, however the Sabbatical must be taken at the conclusion of the Apprenticeship and within 6 years of the accumulation start date.

Three (3) Industrial Electricians

One (1) Steamfitter / Pipefitter

Applicants for the above positions MUST have Grade 12 graduation with the following courses: Math 11 or Algebra 11 or Applied Math 12 or Principles of Math 11 or CCP Math 0401/0402, Physics 11 or CCP Physics 040, and English 12 or equivalent. Where equivalent status is claimed, acceptable documentation must be provided by the applicant that will show equivalency of courses taken. Candidates will be required to establish their proficiency in Math, Science, Physics and Algebra through written examinations.

Four (4) Industrial Mechanics (Millwright)

Applicants for the above positions MUST have a minimum education level of Grade 10 with the following courses: Science 10 or CCP Science 10, Math 10 or Applied Math 10 or Principles of Math 10 or CCP Math 0301/0302 and English 10 or CCP English 030 or equivalent. Where equivalent status is claimed, acceptable documentation must be provided by the applicant that will show equivalency of courses taken. Candidates will be required to establish their proficiency in Math and Science through written examinations.

Industry Training Authority (ITA)

Industry Training Authority recommends Grade 12 graduation, with appropriate Math, Physics and English, as prerequisites for entry into all apprenticeships. Visit the ITA website at www.itabc.ca for more information regarding apprenticeship.

To Apply

If you qualify and wish to apply, please contact Christa Brais at Building 158, office 204, between the hours of 8:30 a.m. to 12 noon and 1 p.m. to 3 p.m., Monday to Friday, for an application form. All completed application forms are to be submitted personally **on or before May 15, 2009, 3 p.m.**, to Christa Brais. As well, a candidate must provide documentation of successful completion of an accredited relevant upgrade course prior to being permitted to write the apprenticeship test for a third time by the above closing date. Applications not completely filled out will be considered invalid and returned to the applicant.

Candidates will be selected based on the merit of results from proficiency and aptitude testing, interview, work history and seniority. Proof of educational standards (supporting documents) must be supplied by the deadline date.

Non-Canadian transcripts or diplomas must be taken to the B.C Ministry of Education for a Canadian equivalency rating prior to the closing date.

Those employees wishing to upgrade for these and /or future apprenticeship openings should contact the Kitimat or Terrace Campus of Northwest Community College, Kitimat – 250-632-4766, Terrace – 250-635-6511

Further information may be obtained by contacting Union members of the apprenticeship committee, Micheal Jeffery central electrical 8328, Bento Pedro main garage 8295, Clarence Riggs pipeshop 8253, or for the Company Gerry Skitcko at 250-639-8328 or local 8328.

CAW 2301 ELECTION DATES



Advance Poll Tuesday April 21st
6:00 a.m. - 8:00 p.m. Union hall

Regular Poll Monday & Tuesday May 4 & 5
6:00 a.m. - 8:00 p.m. Union hall

Run off Poll (If neccessary) Tuesday May 12
6:00 a.m. - 8:00 p.m. Union Hall

Run-off elections

The constitution requires that all candidates for executive offices must be elected by a majority vote (50% + 1). If no candidate receives a majority vote, there shall be a run off election . This will be held on May 12, if necessary.

Advance Poll

For those members not able to cast their ballot on election day **due to vacation, etc.**, an advance poll will be held on April 21 st.

All members are requested to provide proof of identification – i.e., CAW card or Alcan I.D., Drivers Licence, etc

