



UNIFOR

Local2301

*Kitimat Smelter & Kemano
Power Operations Workers*

www.unifor2301.org

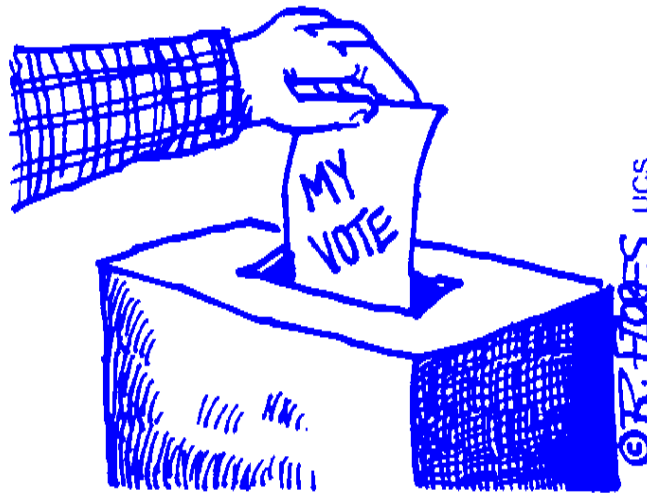


HOTLINE

April 2018 - Special Edition

UNIFOR 2301 EXECUTIVE COMMITTEE ELECTIONS

YOUR VOTE COUNTS



2018 - 2021

NOMINATED CANDIDATES

President (1)

Jose Da Silva
Raegen McAllister
Marty McIlwrath

Vice-President (1)

Bill Bovingdon
Andrew McLaren

Recording Secretary (1)

Danny Casquilho
Angela Ito

Trustees (3)

Dan Allen
Shaun Boomars
Curtis Bye
Ralanda Doniak
Lucas Oke

Sergeant-at-Arms (2)

Mike Duarte
Justin Little
John Pacheco

Business Agent (1)

Cliff Madsen
Shane Woods

Full-Time Safety Rep (1)

Mike Schmidt
Marc Young

Chief Area Org Rep - ORG 8 (1)

Inness McKenzie
Ed Silveira

ELECTED BY ACCLAMATION

Financial Secretary

Adam Shaw

Chief Area Org Rep -

ORG 13

Danny Casquilho

Guide

Inness McKenzie

Unifor Constitutional Convention Delegates

(4 to be elected)

(to be elected by the Membership at the time of Executive Elections)

Quebec City, August 17 - 23, 2019

Ed Abreu

Danny Casquilho

Jose Da Silva

Angela Ito

Karen Jonkman

Justin Little

Marty McIlwrath

Inness McKenzie

Lucas Oke

Adam Shaw

Shane Woods

President (One position)



JOSE DA SILVA FOR PRESIDENT

My name is Jose Da Silva and I have been working at this smelter for 24 years.

Born and raised in this valley, I spent some 7 years working in Montreal and Toronto, mostly in construction before returning to my roots. I've seen a lot of changes over the years, during my working career in the smelter. The change of ownership from Alcan to Rio Tinto. The change at our Union, progressing from CASAW to CAW to Unifor.

The work may have changed for the majority of our members but the core values of our membership remains the same, respect is what we demand from the company, strength from our union and solidarity from the membership.

I have been active in our local union since 1996.

- Temp employee 1994 – 1996
- Shop Steward
- OHS&E Rep
- Chief Shop Steward
- Recording Secretary – Shop Stewards Council
- Chair – Shop Stewards Council - 2 terms
- Vice-Chair Shop Stewards Council
- Elections Committee
- Elections Committee Chair
- Strike Contingency Committee
- Chair – Strike Contingency Committee
- Trustee – Local Executive Board - 2 terms
- Grievance Committee - 2 terms

We all have gone through a nightmare of a modernization/transition period. The company's lack of respect was appalling. The attacks on

members' rights, the attacks on your union was infuriating. Many of us felt the wrath of the company, myself included. The disciplines, the mandatory overtime, our vacation entitlements, CSO's we couldn't use, our rights and protections were attacked relentlessly. The membership through our local union fought back with all the resources at its disposal (including a membership initiated dues assessment) and achieved precedent setting victories (with more to come).

This set of negotiations was a surprise to me. It did not follow the pattern set by our previous executives going back decades to the CASAW days. Committee involvement was minimal at best. No Steering Committee meetings held after the start of negotiations (all activists are on the Steering Committee). This Committee is the backbone of the union during negotiations. Grievances, including disciplines were brought forward to negotiations over the objections of the Grievance Committee. (This was legal by our Constitution).

The process of transparency was compromised and I, in good conscience, must take a step forward to ensure that changes take place under our local autonomy and constitution that this will not happen in the future. Those of you who have worked with me know me, know of me, understand that I have in the past and will in the future uphold the rights of our members in all things.

A period of rebuilding is now upon us. I ask for your support to make our local stronger, more democratic and transparent.

*Thank you,
Jose Da Silva*

President (One position)



RAEGEN MCALLISTER FOR PRESIDENT

My name is Raegen McAllister, I've worked at Alcan, now Rio Tinto for almost 18 years with 17 years left to go.

I'm a Shop Steward and OHS&E Representative. I'm running for Unifor Local 2301 Union President because I think it's time for some new blood.

I'm looking forward to help bring changes to light in the plant and being a new voice for the people. I'm not afraid to stand up and speak out.

I also hope to be an active and beneficial presence to help bridge needs and wants into reality. It's time for change and I'm hoping to be that change for my brothers and sisters.

Thank you for taking the time to read this and I hope I can count on your vote.

*Thank you,
Raegen McAllister*



NATIONAL UNION SCHOLARSHIPS

***There is a new Online Application process for the Unifor National & Regional Council Scholarships.**

Please use the following link:

<http://unifor.org/en/education/scholarships>

Your application must be submitted using the online application form no later than

May 11, 2018

If you need assistance submitting your online application, please come to your Union Hall.

President (One position)



MARTY MCILWRATH FOR PRESIDENT

Hello Sisters and Brothers. For those of you that don't know me, my name is Marty McIlwrath, and I am running for the position of President and Constitutional Convention Delegate.

I have been working at the plant for 21 years and I have had the privilege of being one of your Union Reps for about 18 of those years. Serving our membership is a responsibility that I take very seriously. During this time I have been very active in many roles and on various Union committees. I spent my first three years on our Executive as a Trustee and the last six years as your Business Agent. I am very thankful for the education opportunities that I have had to become a more effective Union Rep for you. Especially over the last six years as your Business Agent I have acquired a very unique and versatile skill set within our Union and I have the ability to advocate for our Membership on very complex issues, on many different levels and in many different forums.

But, enough about the past, let's talk about what has led me to run for President and my vision for the future. I've never looked at any of the positions within our Union from the perspective of how they could benefit me. I always look at it from the perspective of where can I be the most benefit to our Union. Without trying to point blame at anyone I believe our Union is broken and is in desperate need of repair and I want the opportunity to fix it.

Much of my initial focus will be on the internal workings of our Union. I believe it is the responsibility of the President to ensure that every member is getting the Union representation that they deserve at every level. We have great reps out there that are screaming for leadership and

direction, but sadly at the moment we are a Union that is running in many different directions and a lot of times one hand doesn't know what the other is doing. This has to stop! We must become one cohesive unit that works together at all times. By rebuilding our Union together we will become much more effective at dealing with the company. Some of the ideas that I have to execute this plan are as follows:

Committees

Some of our committees have great Reps and are functioning very well. I will meet with those committees to exchange ideas and see where we can make improvements and utilize their successes and apply them to other committees. Some of our other committees have great Reps, but are not functioning very well at all. I will meet with those committees with the intention of giving them the tools to fulfill their committee's mandate.

Rep Development

I believe we already have great in house training for the theoretical side, but we are lacking in how we articulate that training in our work areas. I want our Reps to have the confidence to take care of all of our Members' issues in the workplace. At times you see the Union hall get involved in issues that stem from a particular work area and side step area Union Reps. This leads to confusion between the Reps as to what their roles are. Or at times you will see a Rep working in isolation of the hall. This has to stop! When a Member raises an issue to a Rep, the Rep must have the tools and the confidence to deal with that issue while working together with the Union hall to provide the best possible opportunity to resolve our Member's issue. That way we are always working together and learning from each other.

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Membership Meetings

Our Membership meetings are not working in their current format. I would like to change the meetings from the strict reporting of issues format to a strategy based format. A lot of the problems that Unions have are that we get complacent and become 100% reactionary. We'll always be reactionary to a certain extent because the employer will do what they do and we have to react to it. I believe if we utilize this strategy based format we will be able to chart our own path and go on the offence instead of always being defensive. Let's establish a plan for our future instead of always flying by the seat of our pants. What does that strategy look like? Whatever we want it to. We have the resources, the tools and the people to do it. We just have to begin to do things differently. If we keep doing the same things then we will keep getting the same results. If we want different results we have to be willing to do things differently.

Another problem that we have at our membership meetings is attendance. We have multiple shifts and members that live in neighboring communities that make it difficult for them to attend. We need to look at either changing the times of our meetings or implementing the technologies necessary for members to safely participate electronically or otherwise.

Arbitrations

Wherever it makes sense we need to get back to doing our own arbitrations again. There will always be complex cases that will need to be handled by one of our lawyers, but we need to identify the cases that we should be doing in house and train our Reps to be effective at that level again. I believe that when we achieve this balance we won't have to individually contribute an extra hour's dues to our legal and professional budget.

Re-evaluate Relationships

We send a lot of our money to our parent organization as well as our affiliates. Do we feel that we are getting the appropriate bang for our bucks? I am proposing that we do an analysis on all of these relationships to determine if they are still viable and/or where improvements need to be made.

Collective Bargaining

I recognize that this last set of bargaining is probably the most divisive issue within our Union right now. I want the opportunity to bridge the divide. In the future we must make sure that our leadership is being honest and providing our Members with all the information to make an informed decision. I view bargaining as an opportunity to make gains for all our Members, not concessions, regardless if you are a temporary or full-time employee, female or male or if you work in Kitimat or Kemano or you are an active or retired Member, we are all Members. My mission is to improve the lives of all our Members and their families. We will accomplish this through a comprehensive Union strategy. Moving forward I would like to implement a new selection process for our Bargaining Committees. Currently the Executive selects the Bargaining Committees from the applicants who have expressed interest. I would like to propose a bylaw change where the Membership selects the Bargaining Committees by having a Bargaining Committee election one year prior to negotiations. We could have a selection process that determines the Bargaining Committee must be comprised of Reps from certain work areas that the Members choose e.g. one from reduction, one from carbon, one from casting, etc. This way we will ensure that all of our diverse Membership is represented.

In Conclusion

It took a lot of work to raise the service standards of the Business Agent position over the last six years and it's going to take a lot more work, which will include continuing to put in my own time in the evenings and weekends to build a strong Union that commands respect for its members. Let's build it together. I would like to thank all of the members that have stepped up to run for the leadership of our Union and I wish them luck. We have the potential for a great Executive Board. Please exercise your democratic right to vote!

*In solidarity,
Brother Marty McIlwrath*

Vice-President (One position)



**BILL BOVINGTON
FOR VICE-PRESIDENT**

Why I would like to be Vice-President. As everybody knows, we no longer have a defined benefits pension for people starting work at Rio Tinto after 2020.

We gave that up at our last contract. I don't know if anyone really thought that one day we'd lose our pension and I understand that we still have a pension, a defined contribution pension. But this new pension will change retirement so much that retirement won't look anything like it does now. You would no longer retire at 55, you would retire when you had enough money and when would that be?

I realize that fighting for our pension would have meant going on strike and I understand the hardship of going without a paycheque. But we've gone on strike before (in 1970 there was a three and a half month strike) and sometimes a strike is a necessary evil. Without it we wouldn't have all the benefits that we enjoy today. It wasn't that long ago, 1999, that we decided to forego other benefits in order to improve our pension. It was then that we made it a world class pension, allowing people to retire sooner and with more money. So it was a real gut punch when we lost it last year.

A strike fund is critical to any Union. We pay approximately half a million dollars per year to the National Union! That's a lot of money and I have to wonder what we're receiving for it. Maybe we would be better off going it alone and putting the money towards our strike fund.

One other item that we are missing is "*the Hotline*". Communication is key, it helps to keep us all on the same page, and the way the executive communicated to the people much of the time was



**ANDREW MCLAREN
FOR VICE-PRESIDENT**

Make *Our* Union Great again!

While using a bit of fun wordplay with this slogan, I believe our Union has taken a step back. Many members I have talked to around the Plant agree and want to see a culture change in the Union. Certainly 2017 Negotiations was very contentious and divisive, but it goes beyond that.

We need to re-energize our activists, and engage with the membership. It is about showing leadership and direction, but not from a top-down model, but building the base of this Union from the bottom up. It is about mobilizing, not just servicing. It is about integrity, accountability, transparency, and REPRESENTATION!

If you agree, then join with me in working towards that vision!

*Thank you,
Andrew McLaren*

through "*the Hotline*". Without "*the Hotline*" the membership is left to wonder what the Executive is up to and what are all the issues they might be dealing with. It really needs to be restored.

It's for some of the reasons I have mentioned here that I would like to be VP.

Please take the time to go out and vote.

*Thank you,
Bill Bovington*

Recording Secretary (One position)



**DANNY CASQUILHO
FOR
RECORDING SECRETARY**

Hello Unifor 2301. I am running for the executive position of Recording Secretary.

I am putting my name, Danny Casquilho, forward so that I can help make positive changes in our Local. I feel it is important for our Local that new members step up.

Born and raised in Kitimat and now residing in Terrace with my wife and daughter since 2014, the Northwest has always been my home and therefore, its future is important to me.

I have been a Unifor 2301 member for 18 years. I started working for Alcan\Rio Tinto as a summer student in 1996 and did 3 summers in Ingot Finishing. In spring of 2000, I was hired as a temp in Lines 7&8. I was hired full time as a crane operator in Lines 1&2. I was selected in January of 2007 to start my career as an instrument mechanic apprentice.

In the new smelter I took a job as the Carbon North Instrument Mechanic. During commissioning days serious incidents and potential fatalities were happening often. I was one of the individuals who spoke up and asked the Carbon management why safety procedures were not being adhered to as they were in the old smelter. These incidents were very rarely shared with the rest of the smelter through HSE incident investigations. It was at this point that I decided to step up and become an OHS&E Representative in April of 2015. The OHS&E Rep role came naturally to me. A year later I decided to step up for the vacant position of Chief OHS&E for Carbon. It gives me great satisfaction to help make our workplace better and safer. Our Carbon OHS&E Rep Team has brought issues to the KKOHS&E meetings and have seen many improvements in health, safety and environment.



**ANGELA ITO
FOR
RECORDING SECRETARY**

Although we can't go back and rewrite history, we can vote for more honesty and less deception.

If you're tired of the B.S. then all signs point to change. So let's get this local union back to where it needs, for our members, future members and retirees.

On May 1st vote for Angela Ito for Recording Secretary.

*Thank you,
Angela Ito*

In January 2016, I felt our membership was in need of Shop Steward support and representation at the Anode Bake Furnace. I stepped up once again to help my brothers and sisters. I am proud of and enjoy the work I have done so far in improving the safety and fair treatment of my fellow union members, and I hope to continue this work in the future. I have the confidence to speak to any management and tell them how it is. I have tenacity and determination to better our workplace and feel that I can extend these strengths at the Executive level in our Union.

I feel that Unifor Local 2301 needs change and help with our current state of affairs. I am willing and excited to be part of your Executive Committee to help make this happen should you elect me.

*Thank you,
Danny Casquilho*

Trustee (Three positions)

**DAN ALLEN
FOR TRUSTEE**

My name is Dan Allen and I am running for the position of Trustee in the upcoming elections.

I started working at the plant in 1996 in Lines 3-5 as a temp and was hired full time in 1998 as a crane operator in Lines 7&8, where I stayed until the Lines were shut down for the modernization. I then did a short stint in Lines 1&2 before spending two years on the pilot team for the ABF where I am still currently working as an operator.

This last set of Negotiations has made me realize I want to become more involved in our Union. I believe I can bring new ideas and a fresh outlook to our Executive Board. Being on the shop floor I have first hand knowledge of some of the many issues facing our members in our day to day work and I would like the opportunity to be in a position to seek some positive changes.

I look forward to the chance to learn in this position and to represent the floor.

*Thank you,
Dan Allen*



**SHAUN BOOMARS
FOR TRUSTEE**

Hi everyone, my name is Shaun and I'm running for the position of Trustee in the upcoming 2018 Executive elections.

Here is a little about me for those I haven't met yet: I have just started my 23rd year with the Alcan/Rio Tinto Company during which time I have worked in a lot of different areas doing a lot of different jobs.

- I started out as temporary summer relief Carpenter in the Carpenter shop in Sept 1995
- I took a temporary position as a Carpenter in Kemano in Feb. 1996 and received a fulltime position in July 1996 and worked there until the town site closed in the spring of 2000
- After Kemano closed I was displaced and was moved into production in the Lines where I bounced around between the 3 areas for the next 8 years until I took a position in Cathode Lining
- While in Cathode Lining I wrote for the apprenticeships that year and received a Millwright apprenticeship and started that in the fall of 2009 and completed in the fall of 2013
- I spent most of 2014 on the Carbon North Pilot team getting ready for the start-up and commissioning of the new Anode Rodding shop, Bath Processing plant and the Carbon Recycling plant
- I am currently a Millwright in the Carbon North Maintenance department

I am active in the union and have been to our training center in Port Elgin to enhance my training

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Trustee (Three positions)



CURTIS BYE FOR TRUSTEE

My name is Curtis Bye and I am looking for your support in my bid for Trustee.

I have worked at the plant for over twenty-four years, starting in Lines 1&2, then 3-5 as a Cell Operator. I have been a Heavy Duty Mechanic for the last twenty years.

I have been a Shop Steward for twenty years and have recently joined the Contracting Out Committee. I am comfortable meeting with Management and dealing with any situations that come up.

In my current job I find that I am able to interact with a lot of the membership and get a good sense of the concerns and issues that arise.

I can offer the members a fresh view and energetic approach to the many challenges that we face. Thank you for your support.

Trust me for Trustee!

*Thank you,
Curt Bye*

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as a rep and hold the following positions:

- Shop Steward
- OHS&E Rep
- Skilled Trades Executive - Guide
- Apprenticeship Committee Member
- Grievance Committee - Alternate

I am looking for your support as I seek the Executive position of Trustee so I can continue to work for "you" **The Membership** at the next level.

Thank you for your support and your time.

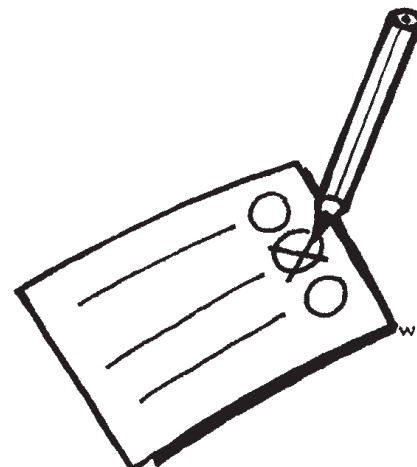
Shaun Boomars

Reminder

The following Elections will also be taking place this year:

- Shop Steward Council
- Grievance Committee
- OHS&E Council

Please watch for more information to follow in the coming weeks



Trustee (Three positions)



RALANDA DONIAK FOR TRUSTEE

My name is Ralanda Doniak and I am running for the Trustee position to bring a new perspective and diversity to our local Executive Board.

I am currently working as a Conveyor Operator and I have been a union activist since fairly early in my 15 year career within the plant.

My first role as an activist was as an OHS&E Rep back on the shop floor for A Casting where I was a Casting Operator. This opened my eyes and mind to what it means to serve as an advocate for my fellow union brothers and sisters. I realized shortly after that nomination that belonging to a union meant more than just paying dues and reaping the benefits of having a good paying job with benefits. It meant that I had been entrusted by my crew to hear their concerns and to act upon them accordingly, using our contract language and any other means possible for the best possible solutions.

My second opportunity for union activism came when I expressed interest in and was accepted as a union rep onto the Joint EFAP Committee. I have always had genuine care and compassion for others and seen that as another great opportunity to extend a helping hand and sometimes just a listening ear. Through the course of my involvement in the EFAP Committee I was fortunate enough to take part in some great training courses both through the then CAW Family Education Programs, as well as some independent training conferences and the like. I later took on the role of Chairperson for the Joint EFAP Committee before becoming ill and having to pass the chair onto another member.

While still serving on the EFAP Committee, I put my name forward and joined the Joint Women's Committee in the Vice-Chair role, as I noticed a real

need for changes in our workplace that addressed some of the unique needs of women working in an industrial environment. This position later led me to take on the Union Chair role on the Women's Committee and afforded me the opportunity to take specialized training to become an official Women's Advocate within our workplace. Through the Union Women's Committee role I have extended my passion for helping others, advocating for women's rights out into the community with my association with the Tamtik Status of Women and participating in fundraising events on their behalf.

The last role I have taken on has been a union rep position on the Joint Medical Placement Committee. Again, this role has enabled me to put the needs of our members in the forefront. This has been a challenging role with the modernization and downsizing, but we, as a committee, continue to hold the company accountable to addressing the rights of our ill and injured workers and diligently remind them of their legal duty to accommodate. I strive to promote fairness and equality while respecting the confidentiality of our members while in the difficult position of requiring a workplace accommodation.

With the training and experience I have gained through my various union activist roles, I feel that I am very capable of filling the Trustee Position with a strong and ethical voice of confidence. I believe we need a diverse leadership within our union that recognizes the contributions that each person can bring individually to the table while collectively forming a power house that will stand up for the needs, rights and beliefs of our union brothers and sisters. With this in mind – I ask that you support me with your vote for Trustee.

*In solidarity,
Ralanda Doniak*

Trustee (Three positions)



LUCAS OKE FOR TRUSTEE

For those of you who don't know me, my name is Lucas Oke and I am a breakdown shift Electrician with Plant Services. I have been nominated for the position of Trustee as well as Convention Delegate.

I have worked here going on 15 years. Previous to getting the trade I worked in Lines 3-5, and prior to that in A Casting and the Wharf. During this time I have been a Chief Shop Steward as well as an OHS&E Rep for the majority of it. A couple years ago I stepped down from all of my positions to do my apprenticeship but prior to that I sat on 2012 Negotiations. I was also on the 2009 and 2012 Executive as Sergeant-at-Arms. I sat for a term on the Grievance Committee as a committee member as well as Chair for a year.

I am excited at this opportunity to hopefully get back into the swing of things and be involved again. It has been challenging times for our membership with everything that's gone on with moving into the new plant, the management style we seen through the transition and this previous contract that has divided our membership. I believe we have an opportunity here for some real change to try and better our membership as a whole. It starts with these elections. From all of the names put forward for these positions I see a lot of options for people to choose from and I think that is excellent. We need a more engaged membership with union leadership that is willing to come up with ways to make that happen. I would like to come up with some new ways of doing things that involve us changing with the times and being open to looking at new ways of doing some of our daily business. I believe this executive needs to look at all our options with the

direction of OUR union moving forward and do what is necessary to protect our members and try and unite us as the strong membership we once were.

Through my time here I have worked in many areas of the plant and believe I am fairly familiar with most areas. Now when I say the plant I also include Kemano as I was fortunate enough to spend 9 months working out there and feel I understand the issues they face that are different from the plant but just as important. I have worked in production and maintenance which I think helps me to understand a variety of issues and where they stem from.

After taking a step back for the last couple years and coming back in with fresh eyes, if chosen I will work diligently to initiate ideas to strengthen our union and will do it with the memberships interests in mind at all times. I hope everyone will take advantage of this opportunity to vote. Good luck to all fellow candidates.

*Thank you,
Lucas Oke*



Sergeant-at-Arms (Two positions)

**MIKE DUARTE
FOR
SERGEANT-AT-ARMS**

Hello Sisters and Brothers. For those of you that don't know me, my name is Mike Duarte.

I have worked here since 2000. I started as a temp employee at the Wharf, then to A Casting where I became a Shop Steward and Chief Shop Steward. I left Casting about 7 years later and moved to Lines 3-5 for another 7 years and have been at the Anode Paste Plant since.

I am running for Sergeant-at-Arms and I hope I have your support for this position.

*Thank you,
Mike Duarte*



**JUSTIN LITTLE
FOR
SERGEANT-AT-ARMS**

My name is Justin Little. I'm 35 years old and I was born and raised here in Kitimat.

I am a second generation employee at this smelter, following in the footsteps of my dad. I have been working here for almost 7 years as a Maintenance Electrician.

I was hired into Crane Maintenance as a Shift Electrician and worked there for a little over 2 years. I then took a job posting in Central Electrical, which is now Utilities Maintenance, and I have been here ever since.

Other than doing what I can here on the ground floor and trying to make a difference when I can, I am always trying to learn and better myself and my understanding of how we work as union members. Always looking for ways to improve, wherever possible.

I would like to thank everyone that voted me in for the position of Trustee this past October. The past six and a half months have been a great learning experience, with lots of good exposure. This in turn, has given me a better understanding of our expectations as union members and our union as a whole.

I am running for the position of Sergeant-At-Arms for this upcoming term. With the support of the membership, this position will allow me to continue to be a voice for the people within our local, while learning and improving at the executive level.

Our union is only as strong as the people that support it. Please make the time, get informed and exercise your right to vote.

*In solidarity,
Justin Little*



Sergeant-at-Arms (Two positions)

**JOHN PACHECO
FOR
SERGEANT-AT-ARMS**

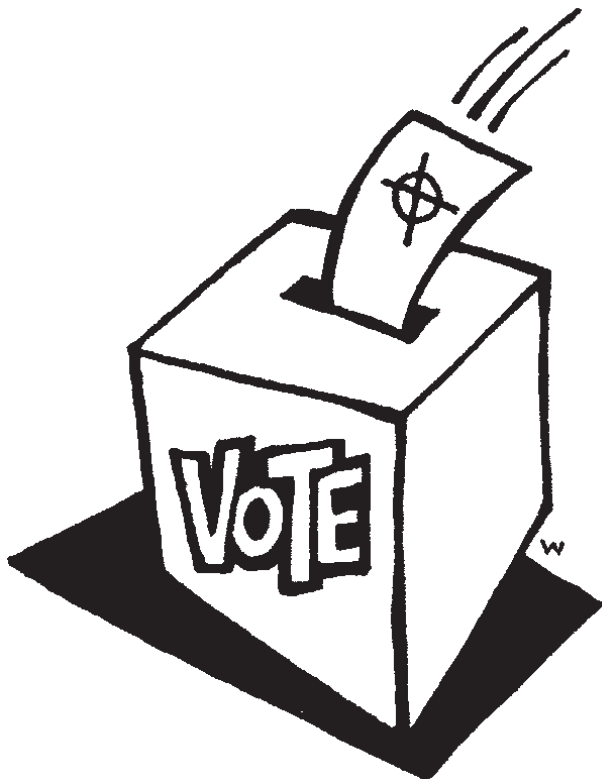
My name is John Pacheco and I am running for the position of Sergeant-at-Arms.

I have been working at Alcan/Rio Tinto since 1988, 29 years in Reduction. I'm currently a Shop Steward and OHS&E representative for B-shift in Reduction. My past experience includes being an Area Safety Co-Chair for Lines 1&2.

With low morale and abusive management style within the plant floor, it's time for change.

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

*Thank you,
John Pacheco*

**REMINDER:**

**SPECIAL MEMBERSHIP
MEETINGS WILL BE HELD
AT YOUR UNION HALL
ON:**

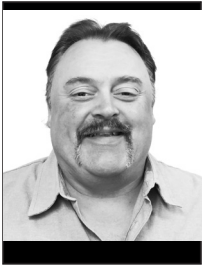
**WEDNESDAY,
APRIL 18, 2018 @
7:00 PM**

AND

**THURSDAY,
APRIL 19, 2019 @
7:00 AM**

*ALL MEMBERS ARE URGED
TO ATTEND*

Business Agent (One position)



**CLIFF MADSEN
FOR BUSINESS AGENT**

Sisters and brothers, my name is Cliff Madsen and I'd like to start by thanking you for the opportunity to run in this election for the position of Business Agent.

I assure you that I don't take this responsibility lightly and if elected I will work together with our new Executive to make sure your individual issues are not only heard and resolved in a timely manner but that collectively we restore confidence in our Union moving forward.

Vision

I've worked at the smelter for 37 years and over the course of time I've seen many different management styles come and go. Having been an activist for most of these years I've also lived the challenges faced by our Union trying to remain relevant in good times and bad. I'm a strong believer that we can't sit back and let the Company dictate the terms of the relationship we have.

When times were different, some would say our Union was in control of the relationship, this was because the Company cared about what we said and they knew that the consequences of an unhappy workforce weren't in their best interests from a business point of view. This was also a time when Alcan was a Canadian company in tune with our social values and Kitimat Works was led largely by local people who cared about the success of the smelter and our community as a whole.

Over the years big business has changed and with these changes so has our society in general. The impact of the financial crisis in 2008 has taken a toll on the labour movement opening the door for big business to pursue an aggressive agenda that threatens to change the relationship shifting control

to the employers and this isn't where we want to be.

So what do we do about this? There are no easy solutions but one thing is for sure, the answer isn't to sit back and let things happen and the solution won't come from our Union being lazy in addressing our issues and lacking a vision moving forward. The first thing our new Executive needs to do is have the dialogue and together with the membership develop our vision for the future. If we don't talk about where we've been then how will we know where we want to go? If we don't talk about our mistakes then how will we avoid making them again? If we don't have a plan in place then how will we get to where we want to be? If we remain stagnant then how will we make improvements moving forward?

To illustrate my point, look at some of the more progressive things that we've achieved like our sabbatical leave, Union group RRSP plan, pre-paid medical travel, employee and family assistance program, medical placement program and more recently our new temporary employee letter. These are examples of improvements that took vision to identify and I'm proud to say I was instrumental in making these achievements along with others at the table.

To end on this point, I don't believe that the Union currently has a vision for the future. It's incumbent on the new Executive to provide leadership on this and I'm committed to being part of this with your support.

Experience

The position I'm running for is a full-time position which includes a heavy workload servicing our members on matters relating to WCB, benefits, pension and LTD. In addition, the Business Agent is

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available to assist members and activists with day to day information and advice while overseeing the front office staff and supporting the Executive with their action items. The Business Agent also provides service to the other Union locals in Kitimat with similar issues including negotiations with their employers.

As I mentioned earlier, I've worked at the smelter for 37 years and most of those years I was active in different roles working for the Union. I'm currently an active shop steward and safety rep at the Wharf. I am a member of the Pension/Benefits committee as well as a member of the Joint Medical Placement committee. Some of the positions I've held in the past are as follows:

- Business Agent (Union Executive)
- Financial Secretary (Union Executive)
- Trustee (Union Executive)
- Guard (Union Executive)
- Grievance committee chairperson
- OHS&E Council chairperson (Union's safety council)
- KKOHS&E chairperson (senior joint safety committee)
- EFAP chairperson (joint employee/family assistance program)
- Negotiations (spokesperson on negotiations with other Kitimat locals and was co-spokesperson, member and advisor on several sets of negotiations for our local)
- Shop steward/ Chief shop steward (Potlines 3-5, Potlines 7&8, Potroom Control, Building Trades, Central Electrical, Casting Maintenance, New Reduction area and Wharf/ Rail)
- Safety rep/ Chief safety rep (Potlines 3-5, Potlines 7&8, Potroom Control, Building Trades, Central Electrical, Casting Maintenance, New Reduction area and Wharf/ Rail)

This is no time to sit back and press the easy button. If you look at my track record over many years serving our Union, I've never been one to settle for status quo. In every position I've held, I've stepped up to lead eventually becoming chairperson and that's the kind of guy I am. This is

not to say things I've been part of have always been perfect, because they haven't, but the one thing I can say is I've done my best to resolve issues for the membership, always tried to keep you informed about the progress of your issues and in the end been honest with you about the outcome, good or bad.

I believe I'm the most experienced and qualified candidate running for this position and that this is very important especially given the number of new activists we see in this election. Under the leadership of our new President, your Executive is going to need sound guidance and someone who will serve to stabilize the Executive and this is something my experience will bring to the table.

Challenge

In recent years our Union has done little to develop new activists beyond the basic training we provide. A culture within our Union has been created where our activists and members don't feel they have the support of the Union. We've lacked the necessary leadership to support our activists in being successful and this has led to a serious decline in the number of people stepping up to represent the Union.

As I said earlier, this isn't the time to be pressing the "easy" button simply advising people to "grieve it" or simply expecting people to change this employer at the shop floor level. While these are things we do, and have always done, that doesn't translate into the leadership of our Union sitting back doing nothing!

Our CLA and the various legal protection(s) in place must be strictly enforced or we risk introducing a "watered down" effect that will lead to the erosion of our rights over time. On an issue by issue basis we have to be strong and ensure our interests are brought to the forefront.

In terms of the relationship we have with the company, it can't be a relationship on their terms. I don't believe it's sustainable for either party in this relationship to totally dominate the agenda. I've seen what happens when this is the case and it always ends up with one side being miserable. The result is a lot of wasted time and energy which could have been used to make life better for our members had it been done right the first time.

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The challenge for the Union is to **regain** the confidence of our members, **re-establish** the service levels for our members at all levels, learn from our past mistakes and don't **repeat** them and finally to **recoup** the relationship with the employer so that they understand we mean business in our dealings with them.

Closing

I'm encouraged by the list of candidates in this election, I think many of them show good potential to do great things for our Union. They bring new enthusiasm and passion which will motivate us all to do better. While frustration over our recent negotiations may have been the motivation for many of these new activists to step up, the fact remains that our Union didn't begin yesterday and it won't end tomorrow so it's critical that we continue to develop new people who will take on the good fight moving forward.

I'd like to wish all the candidates luck in the election and ask that they use the election as an opportunity to engage their crews to take part and get out to cast their vote. We have a significant number of newer members hired into full-time or temporary positions that are learning what it means to belong to a Union and it's important that these members are encouraged to take part.

Finally I'd like to thank Marty McIlwrath for the work he did as our outgoing Business Agent. I know from working with him closely that his day never ended when the quitting bell sounded and he leaves the office of Business Agent in good shape for whomever will follow.

Thank you in advance for your support.

Cliff Madsen



LOCAL UNION SCHOLARSHIP APPLICATIONS AVAILABLE AT THE HALL

Application forms for the Unifor Local 2301 Scholarship and the Ross Slezak Memorial Scholarship are now available at the Union hall.

These awards are open to students proceeding from Grade 12 to a post-secondary institute. The recipient of these awards must be the son, daughter or legal ward of a Unifor Local 2301 member in good standing.

The deadline to have these applications in to the Union Hall is:

Friday, April 27, 2018 by Noon

Business Agent (One position)



SHANE WOODS FOR BUSINESS AGENT

Brothers and Sisters, I am asking for the memberships support in electing me for the position of Business Agent in the upcoming May election.

I have been employed at the smelter for the past 28 years. I started as a temporary employee at the Wharf in late December of 1989 and eventually moved to Lines 3-5. I was hired full time in Lines 7&8 where I worked until the closure of Line 7 at which time I was moved to Lines 1&2.

I mainly have worked in the reduction area and have been involved in the closure of most of the lines throughout my career. I currently have a live-filed position at the Wharf as a Wharf Equipment Operator but due to my position on the Grievance Committee I have been temporarily assigned to dayshift.

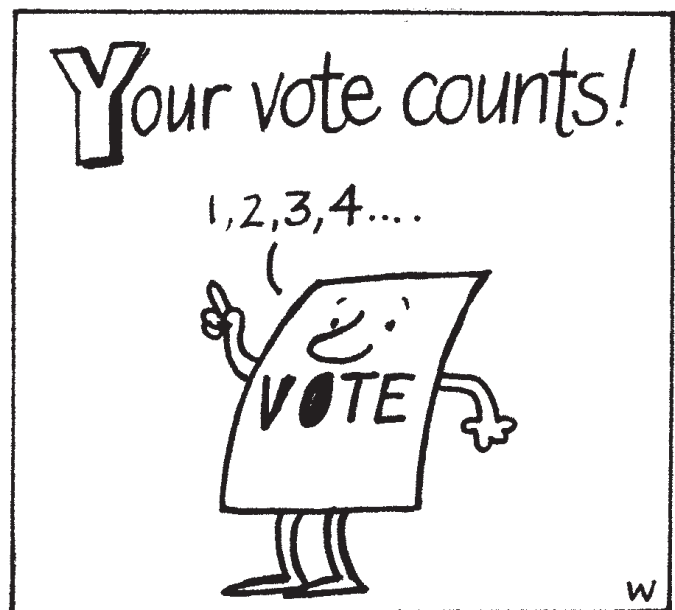
I have been active as an officer of the union serving the membership for the past 18 years. I currently hold a position on the Grievance Committee where, in the past couple of years, I have been working closely with our lawyers assisting them in presenting grievances in front of the arbitrators. Other positions I held are Guide and Sergeant-at-Arms on the Executive, Chairperson for Lines 1&2 Area OHS&E Committee, EFAP Committee and I still hold the positions of Chief Shop Steward and Safety Rep.

We have obviously faced and continue to face challenges coming out of transition from the old to new technology. Workers' rights have been one of the main struggles amongst others. The experiences I have gained over the past years serving as a member on different committees have prepared me to be an effective leader for the members of our union. Also the experience I have gained on

the Grievance Committee in the past years would be beneficial for the position of Business Agent in doing work safe claims and negotiating with other locals in our union.

So therefore, I ask that you give me the opportunity to once again represent you on the Executive. Thank you.

*In solidarity,
Shane Woods*



Full-Time Safety Rep (One position)
**MIKE SCHMIDT
FOR UNION FULL-TIME SAFETY REP**

Hello my name is Mike Schmidt and I'm seeking your support for re-election for the position of Full-Time Safety Rep.

In the time that I've been in this position I've made sure to defend the membership using all the avenues available to me, whether that be dealing with management directly, defending members through legal channels (i.e. arbitration, Labour Relations Board) or involving WorkSafeBC when necessary.

There is a lot that goes into doing this job whether you're resolving disputes/work refusals, assisting the Grievance Committee/Business Agent preparing cases, making submissions to WSBC/WCAT for appeals/variances/regulation amendments or just dealing with day-to-day issues. This is why I feel it is very important to have good knowledge of health and safety laws and regulations and how to push an employer to comply with those and I believe with the years of experience I've gained I'm able to call on those to best support the membership.

We just went through a very challenging time with the rebuild of the smelter and while improvements have been made there are still many more that need to happen. It is for this reason that I would like to continue in this role to keep pushing the company to make these improvements that are still needed to protect the health and safety of all our members. I believe that I can provide the consistency, experience and knowledge to ensure your rights are protected and your issues are heard.

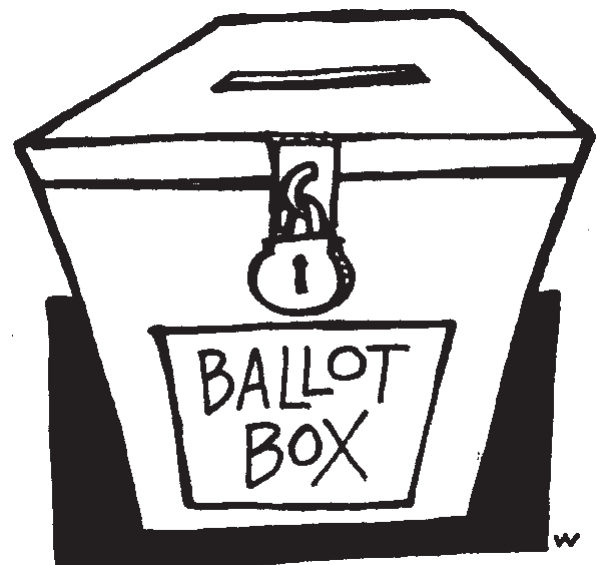
I also have a seat on the Unifor BC Regional Council Health & Safety Committee which I feel is very important so our local can have a voice at a Provincial level. We've had a lot of issues with WSBC and their lack of enforcement and sitting

on this committee is one way to make changes at a legislative level that positively affect our members. We need to keep lobbying the government to make changes to the laws that will force employers to make improvements to their work sites.

In closing, I will say that my goal is still the same as when I started and that is to make sure that everyone goes home safely every day and to keep pushing the company to fulfill their obligations and due diligence to create a safe work environment for all.

It is with this that I ask for your vote for the Full-Time Safety Rep position for the next three years.

*In solidarity,
Mike Schmidt*



Full-Time Safety Rep (One position)



MARC YOUNG FOR UNION FULL-TIME SAFETY REP

Hello Brothers and Sisters! My name is Marc Young and I'm seeking your vote in the upcoming elections. I wish to represent you as your Full-Time Safety Rep for the next term.

I have just entered my 25th year and have served just short of ten as an OHS&E rep. I would appreciate being elected to this position and will take all measures of care and concern while being available and accountable to you.

Change can be a great thing! Looks like quite a bit of change ahead looking at the list of nominees for the various leadership roles in our union! Many thanks to those that served previously and may they continue to be assets to the Brothers and Sisters ahead.

I have most recently been in the Anode Past Plant, entering my 13th year. Previous to that, I was in Lines 3-5 and Potlining for the longest periods, with short stops in Casting, old 245 Rodding and the Lube Bay.

My motivation stems from the following:

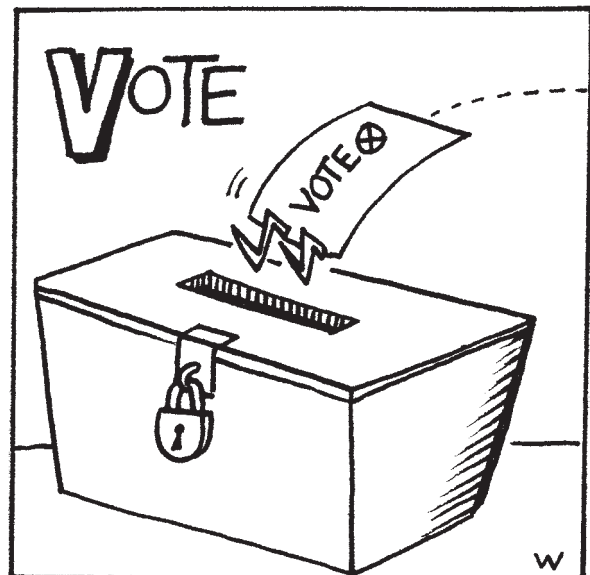
- The old paste plant was a world standard setting place! Bench mark on cleanliness, as well as quality control and pitch/dust/fume collection.
- As one example of many ... I find that PPE is our first and only line of defence in many of our tasks in the "new" APP regular daily tasks, even more so during process upsets.
- I share my co-worker's frustration at the length of time it takes to see tangible results, if any. I hear the same concerns from Brothers and Sisters in other areas of the plant.
- Crew size, rest periods, exposure(s)

- Even simple things like Safety meetings, frequency and tracking of issues.
- I had two safety meetings in 2017!
- Training and standard operating procedures for tasks. The list goes on!

I wish to learn about YOUR concerns, your jobs and all the processes while taking them up and getting you an answer and progress.

I do not have a lot of office experience, but I do have a lot of field experience!

*In solidarity
Marc Young*



ORG 8 Chief Area OHS&E Rep - (One position)

**INNESS MCKENZIE
FOR ORG 8 - CHIEF AREA OHS&E REP**

Please don't pass over this opportunity to vote for change.

As my time as a Safety Rep for Org 8 I have seen far too often safety issues brought up by members at monthly meetings that have been brought up at org by safety reps, only to sit stagnant at the KKOH&S level for way to long.

Unsafe conditions for our members are not to be negotiated and left on the back burner, because the current administration wants a **"better working relationship"** with the company.

Propaganda by the company showing money spent on safety projects that should have been dealt with years ago is an insult to those of us who have dealt with these conditions for years.

I am not one to be forgiving when it comes to safety issues; I am fiercely loyal to my union members and coworkers.

Multiple times I have personally taken it upon myself the do the right thing and have refused unsafe working conditions.

My point is you should never have to be exposed to this as a member.

Never do I want my union brothers and sisters to have to stick their neck out and become a target just because they have concerns about their health and safety.

Instead of your safety department reacting to already long existing safety problems, I believe it would be best to be proactive and address the situations with some foresight.

A vote for me as ORG 8 Safety Chief will get you an aggressive voice at the highest level safety committee meeting.

I will not accept Company representatives at their word; I will only accept credible Action plans that

will remove any situation that puts our member's health at risk.

I would not be going there to get cozy with staff members; I would be going to represent **you** and **your interests**

Please don't pass over this opportunity to vote in a member who will be looking out for **your best interests**.

*Thank you,
Inness McKenzie*



ORG 8 Chief Area OHS&E Rep - (One position)

**ED SILVEIRA
FOR ORG 8 - CHIEF AREA OHS&E REP**

Brothers and Sisters, my name is Ed Silveira and I am currently the Chief Area OHS&E Rep for Plant Services (Org 8).

I have worked for this company for 30 years. In that time, I have been an OHS&E Rep, Shop Steward, Chief Area OHS&E Rep, OHS&E Council Chair and KKOHS&E Co-Chair. Casting, Ingot Finishing, Potlining and the old Lines 1-5 are some of the places I had worked in before coming to the Wharf 2.5 years ago.

When I arrived at the Wharf many departments in our Org, like most of the plant during startup, were in total chaos. Mandatory overtime at the Wharf was instituted, the Gas Treatment Centers (GTC's) had issues (for example, scheduling bag changes during the hot summer months), alumina ore spilling out of the conveyors into Moore Creek and on to our vehicles in the parking lots.

The company's focus was on starting a new plant at any cost with very little regard paid to our member's health and well-being! With great effort from our Org 8 reps we pushed back and pressured the company to make changes. It was our Union Org reps that pushed to have our Shift 61 brought back. In some of our trades departments they are also going from 8-hour shifts to 10-hour shifts. In the GTC's, no scheduled bag changing in the summer months.

These are just a few examples of what we have accomplished, but remember brothers and sisters, they were not handed to us on a silver platter by

the company. This only happened because our Org OHS&E reps, the Negotiation Committee and our members (that's you!!) worked together as one to force management to make these changes. But there is still so much to do!

On Tuesday, April 24th (advance poll) and on Tuesday, May 1st, I ask for your continued support in fighting for a safer and healthier workplace.

Vote Ed Silveira for Chief Area OHS&E Rep for Plant Services (Org 8).

*In solidarity,
Ed Silveira*





unIFOR

Local 2301

ELECTION DATES

Advance Poll Tuesday April 24th
6:00 a.m. - 8:00 p.m. Union hall

Regular Poll Tuesday May 1st
6:00 a.m. - 8:00 p.m. Union hall

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 24th.

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

VOTE
IT'S YOUR RIGHT!