



UNIFOR
Local2301

*Kitimat Smelter & Kemano
Power Operations Workers*
www.unifor2301.org

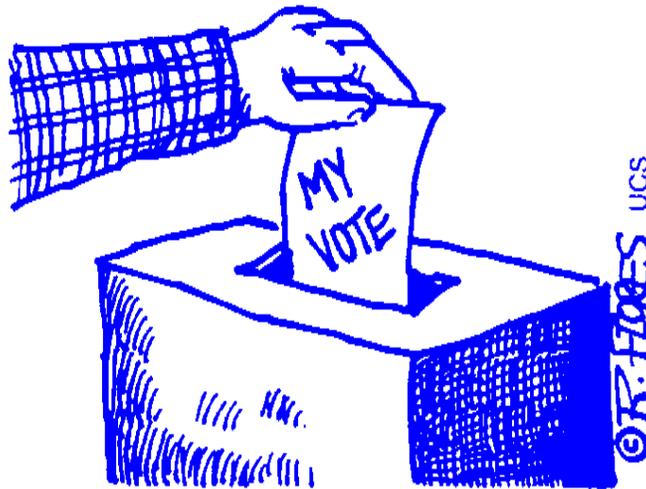


HOTLINE

April 2021 - Special Edition

UNIFOR 2301 EXECUTIVE COMMITTEE ELECTIONS

YOUR VOTE COUNTS



2021 - 2024

NOMINATED CANDIDATES

President (1)

Martin McIlwrath
Cameron Wiebe

Trustees (3)

Lucas Oke
Greg Patterson
Jamie Paul
Clarence Riggs

Sergeant at Arms (2)

Curtis Bye
Mike Duarte
Mike Szmata

Guide (1)

Dan Allen
Danny Casquilho
Sean O'Driscoll

Full-Time Safety Rep (1)

Mike Schmidt
Marc Young

Chief Area Org Rep - Org 8 (1)

Sean O'Driscoll
Mike Szmata

Unifor Constitutional Convention Delegates (4 to be elected)

- Ed Abreu**
- Danny Casquilho**
- Mike Duarte**
- Cliff Madsen**
- Martin McIlwrath**
- Sean O'Driscoll**
- Lucas Oke**
- Harry Sandhu**
- Adam Shaw**

ELECTED BY ACCLAMATION

Vice President

Ed Abreu

Financial Secretary

Adam Shaw

Recording Secretary

Harry Sandhu

Business Agent

Cliff Madsen

Chief Area Org Reps:

ORG 6

Richard Lindstrom

ORG 10

Russell Ruff

ORG 13 (Carbon North)

Jamie Paul

ORG 13 (Carbon South)

Terry Whelan

COVID SAFETY MEASURES WILL BE IN PLACE FOR VOTING DAYS



- HAND SANITIZER WILL BE PROVIDED
- SOCIAL DISTANCING WILL BE IN PLACE
- LIMITED VOTERS IN THE HALL AT ANY ONE TIME
- MASKS MUST BE BROUGHT AND WORN

President (One position)



**MARTIN 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 re-election for the position of President and Constitutional Convention Delegate.

I have been working at the plant for 24 years and for 21 of those years I have been a Union Rep, which I consider to be a privilege. Serving our membership is a responsibility that I take very seriously. During my time as a Union Rep, I have been very active in many roles and on various Union committees. I was a Trustee for the first three years of my time on the Executive of our Union. I spent the next six years as your Business Agent and have been President for the last three years. The experience that I have gained in these positions has given me a very unique skill set that allows me to represent our members at every level. I have had to work through many complex issues during my time serving our Union.

When I became President in 2018, I recognized there were a lot of outstanding issues that needed to be cleaned up and a lot of work that needed to be done to make the gains that I wanted to make for our Membership.

Committees

One of my first priorities in 2018 was to get the Grievance Committee functioning at a high level again. It is still a work in progress, but the advances we have made couldn't have been done without the office of the Business Agent, The Grievance Committee Chairperson and the President working together, which hadn't been happening in prior years.

Through this commitment and with the support of a new eager Executive Board, we strategized about different ways to get the Company to engage and try to forge a new relationship, one where they would take an active part in resolving all of our issues.

The big ticket items at the time were the massive backlog of grievances in the system. In the normal arbitration schedule, it would have taken decades to have these grievances heard. We had to find a way to get them dealt with in an expedited manner.

In very short order, we came up with a plan. The employer began to show interest in mediating the SO2 challenge against them which our Union was part of. While we were negotiating a potential settlement through the legal process, we put the employer on notice that pending a tentative agreement on the SO2 matter which was favorable to our members and our community, we would only sign it if the Company would agree to a separate agreement to resolve all of the grievance backlog, the outstanding medical travel money that they owed us (\$100,000.00 plus), provide us with an additional \$36,000.00 per year remittance until the end of 2021 and some additional things. The Company reluctantly agreed and in July of 2019, we signed the Relationship Improvement Agreement LOA.

Out of this agreement, we have been able to resolve approximately 300 grievances for our members. In addition to these, while working with the Grievance Committee, our Union has resolved another 200 (approximately) grievances. A solid work in progress.

We have also had success on the Benefits Committee. Brother Madsen and I along with recently added, Brother Sandhu, have been working hard advocating for you in regards to our benefits which should be straight forward but has been anything but that since our last set of negotiations. We not only spend time ensuring that our members get the benefits that we have bargained, but we also work with Local and Montreal management to address our members special circumstances that require a different approach.

The other committees that garnish much of my attention are safety related. Our safety group has had a full plate to deal with from the get go. It seems that when we put one fire out, another two start. My work with the

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safety group has been much like my approach with the Medical Placement, Human Rights and EFAP committees, which is in a supportive role, where I advise them on the best ways I know to proceed and I think they're doing a great job in a very tough climate.

Rep Development

Covid has made it very difficult over the last year to provide the training that we want to achieve and our Reps need to have. Recently, Brother McLaren was able to put on some Shop Steward training sessions and we look forward to our safety group doing the same soon.

Membership Meetings

Since the onset of Covid, we haven't been permitted to have regular in person Membership meetings. There are a lot of actions that the Executive has recommended which are waiting to be put in front of the Membership for their consideration once we're able to meet. We have considered other ways to hold meetings however due to the sensitive nature of some of the items it was felt best to wait for face-to-face opportunities. In May we will be having Zoom video Membership meetings to present our bargaining demands for approval.

Aluminum Tariffs

Many may not realize the potential impact that the U.S. aluminum tariffs could, and possibly still might have had on our workplace. Our Executive did recognize this threat and we took swift and immediate action to engage our National prior to the NAFTA renegotiations and get them on board with fighting back. In a coordinated effort between ourselves, the National Union and our Sisters and Brothers in Quebec, we successfully lobbied politicians and industry groups across the Country and in the United States to make sure they understood the importance of our industry as well as what we were facing with these tariffs. Our efforts on your behalf had an impact, the Kitimat Operation was able to withstand the initial pressures and with changes to the American leadership the prospects of better, more traditional trade policies have improved.

Finances

Since becoming President in 2018, under my leadership,

the Executive has worked hard to put ourselves in a very strong financial position. This will give us the confidence to take on the substantial challenges ahead. It is important to note, that this Executive was able to better manage our legal bills which resulted in the cancellation of the extra hour's dues that was being deducted from the Membership since approximately 2013.

Service Levels

Over the last nine years, I have made it a priority to raise the service levels that you receive from your Union. I try to lead by example and make myself available to our Members 24 hours a day, seven days a week.

Collective Bargaining

If re-elected, between all of our Unifor Locals that we represent, this will be my 10th set of negotiations. As we prepare for this upcoming set of negotiations, **I think a lot about what happened in 2017 bargaining, when I stood alone in front of the membership at our ratification meetings to fight for our Defined Benefit Pension Plan and it fuels me to fight harder.** I will use all of this experience to lead this very enthusiastic Bargaining Committee to deliver the best possible contract to you.

In Conclusion

Even though over the last year we have had to face a pandemic that has challenged us in many ways, I am proud of the work that we did as an Executive to continue to provide full services to our Membership while providing a safe work environment for our Office Staff. We were able to find ways for some to continue their great work from home maintaining the high level of service our members and retirees are used to receiving. I am also thankful that our Membership had the patience and understanding while we got our bearings to navigate this successfully.

My final thoughts are, that it takes a strong Membership to create strong leadership and it takes a strong leader to always put the Membership first.

Please exercise your democratic right to vote!

*In Solidarity,
Brother Marty McIlwrath*

President (One position)



**CAMERON WIEBE
FOR PRESIDENT**

My name is Cameron (Cam) Wiebe, and I am running for President in the upcoming Union elections. I'm asking for your support by voting for me.

I am running on the platform below:

A/ Increased communications from the Hall to the membership

B/ As President I will regularly have a presence in the plant. I will ask members of the Exec and Committee members to have similar commitments.

C/ Respect the local union bylaw on holding membership meetings every two months.

D/ Respect the local union bylaw, that on issue(s) that effects the whole membership, that the Executive won't act without membership approval.

Before I write in more detail about my platform above, I have two things to talk about regarding upcoming bargaining.

1/ I became a member of CAW 2301 in 1996. Before 1996 and up to and including 2017 bargaining, every union bargaining committee, and the local executive in office at the time, have committed to the membership that if the employer makes a final offer during negotiations, that the final offer will be taken back to the membership. To be fully discussed then voted on by the membership. This to be done prior to the Union taking any job action. **As President I will bring a similar motion to both the executive and membership for approval.**

2/ Talking to members since election nominations have closed, I have been asked when, I become President, how does that effect the make up of the current bargaining committee. My answer is it's no different then what happened in 2012. 2012 was a bargaining year and union elections were also held. The union president before elections lost the election and the newly elected president took over as union bargaining spokesperson. Our president isn't elected by the membership to be on the bargaining committee. The president is there based on holding the office of President. **When I**

become President, I see the transition to me becoming spokesperson on the bargaining committee no different then 2012.

Below is my bargaining experience with Local 2301.

1999 – crew rep. 2005 – Skilled Trades rep. 2007,2012,2017 – full member of the bargaining committee. 2021 - put my name forward, not selected by executive. I believe I have the most experience, in our union local, bargaining collective agreements with this employer. I'll use all the experience I've gained in the last 5 sets of collective bargaining in the upcoming negotiations as spokesperson.

Returning to the four platform items I listed at the start of this article. Following is more detail on each of platform commitment I've made.

A/ Increasing regular communications from the Hall to the membership.

As president I commit to

1/ All information communications written by the Union, such as the Hotline, or the Union Bulletin will be distributed both electronically by email, and in paper form at the plant. That paper copies to be placed in the plant in boxes that are beside each plant exit gate. Not every member is emailed a copy of the Hotline or a Bulletin. Every member walks past the gate boxes at least twice a workday and has an opportunity to pick one up and read the latest communication from the Hall. Either at work or at home.

2/ Publish the Hotline as a quarterly publication. In the last three years, except for special issues, the Hotline has been published once.

3/ Ensure that a Union Bulletin is written a minimum of once a month.

B/ Having a regular presence in the plant as President.

Talking with members, a big issue they have, is the lack of union leadership being seen in the plant.

As president I commit to the following

1/ I will attend in plant member retiree presentations, as well as presentations held at the hall. A member retiring

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after 25– 40+ years of working in the plant deserves the respect of this union and its leadership on the day they retire. This is one way of showing this respect. I will be bringing up this topic at one of my first executive meetings, I hold as president. Not only should the president and the executive retiree member represent the union at all retiree presentations but other executive members, committee members, and activists should be at the presentation.

2/ Using my position as President, who is an ex-officio member of all union committees, I will attend at least two monthly Union Employer joint committee meetings held in the plant.

3/ To attend future management, “Road Show” meetings and one crew prestart meeting per week. The reasons the employer gave in 2012 and 2017 negotiations on limiting in plant access to the Union, mainly KMP security and safety issues are no longer valid. It’s time to revisit the topic of union access to the plant with the employer. I see this as a start.

C/ Hold bimonthly membership meetings.

Our Unions last membership meeting was in January 2020, over 14 months ago. Our Locals bylaws state that a membership meeting is to be held every two months. Following is from our bylaws page 9. - Article 5 Membership meetings

a. Frequency: There shall be bi-monthly regular membership meetings posted by the Local Union Executive.

I understand the Covid restrictions on holding indoor meetings. There are no Covid restrictions to holding a meeting, or number of meetings, via Zoom or another virtual web-based meeting software or app. Other Unifor Locals are holding membership meetings using software like Zoom or WebEx. The union and employer are holding meetings together using this type of software.

As president I commit to holding a virtual regular membership meeting, within 3 weeks of being sworn in as president. To hold virtual regular membership meetings a minimum of every two months until the Covid restrictions on meeting in person are lifted or relaxed.

D/ Executive requires membership approval for any action that effects the entire membership.

Since I signed my membership card to join the Union in 1996, the message from the leadership of this Union both here in Kitimat and Nationally has been that Union direction is driven by the membership. Our local bylaws, on page 8 under the heading *Powers of Administration*: confirms this, as in part, it says.

i. The membership is the highest authority in this Local Union and shall be empowered to take or direct any action not inconsistent with the Constitution or By-Laws.

ii. Between membership meetings, the Executive Board shall be the highest authority of the Local Union and shall be empowered to act on behalf of the membership to the extent that urgent business requires prompt and decisive action, subject to subsequent membership approval. The Executive Board may not take action affecting the vital interests of the Local Union without prior membership approval.

The following is taken from a December 18, 2020 Union Bulletin, titled ‘Tis the Season’ on a decision made by the Union regarding the employers offer to open negotiations early -

“We gave this careful consideration but declined the offer because the timeline would not respect our internal bylaws and allow for membership approval, oversight of their demands and a process that restricts us”.

I don’t know who this “We” is. I do know that a special membership meeting was not called in December 2000 to discuss this offer. I do know it wasn’t the membership that gave “We” the authority to decline the offer.

I have no idea if the employers offer to have early negotiations was serious or even worth consideration. I do know by our Unions bylaws that the membership had the right to be presented this offer at a membership meeting, discuss and vote on it. This was the way it was done for the 2000 Low Water Protocol and the way it was done for the 2006 early negotiation request by the Employer.

I commit as President that the membership will have final approval on any issue that effects the whole membership.

I also commit to where issues are limited to areas or departments, not the whole plant, that the department or area will be asked to pick crew reps These reps will be present in any discussions with the employer regarding the issues.

On a lighter, more social side, I will bring a motion to the executive and if approved take the motion before the membership for the union to reboot the annual first Snowflake Contest and the KWSA. If you’ve never heard of them before, talk to a member with few more year’s seniority and they’ll explain what these were. These two are a start and I’ll be talking to the members of the Social Committee about other events that we and our families can participate together in.

Look me up on Facebook - Cam for unifor 2301 prez - for more information on who I am, my union activist resume and additional details on some of the things I wrote about in the article above. Have questions, email me at camw2301@gmail.com. An email address I plan on continue to use for members to contact me as president.

*In solidarity
Cam Wiebe*

Trustee (Three positions)



**LUCAS OKE
FOR TRUSTEE**

To the Membership, For those who don't know me, my name is Lucas Oke and I am running for the position of Trustee.

I have worked in the Plant for 16 years and am currently a Breakdown Electrician in Casting. I have worked in many different departments in the Plant and have met many of you along the way. I have been a Shop Steward for many years and previously held positions on Exec and Committees which include:

Executive: Sergeant-At-Arms
Trustee

Committee: Grievance Committee
Grievance Committee Chair
2012 Bargaining Committee
2021 Bargaining Committee (Current)

I have been around for many different management changes and feel that now is as important as ever to fight to maintain and improve our rights as workers.

I ask for your support for another term to represent and serve this Membership.

Lucas Oke



**GREG PATTERSON
FOR TRUSTEE**

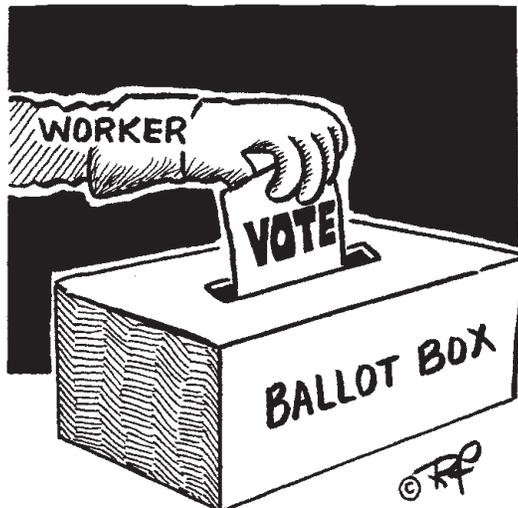
Hi my name is Greg Patterson, I have been working for RT since 2014 as an electrician.

I started on a pilot team for Carbon and have gained much knowledge in that Area. I am currently working in Power Operations. I have been a safety rep for about three years and I have been progressively working to identify and resolve some of the issues we all face on a daily basis. Safety, operations and maintenance concerns affect us all and there is much room for improvement.

I feel I can help make a difference in resolving some of these issues if given the opportunity.

I would like to have a greater voice to help my co-workers succeed in providing a more organized and safe place to work. Given the chance I will not let you down.

*Thanks
Greg*



Trustee (Three positions)



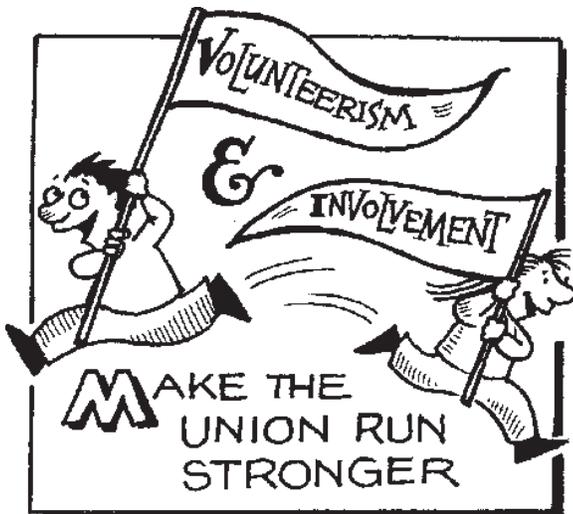
**JAMIE PAUL
FOR TRUSTEE**

Hello, my name is Jamie Paul, and I'm writing you today in hopes that I will earn your vote for the Trustee position.

I've been with Alcan/Rio Tinto for approximately 16 years. In these years I've sat as a Shop Steward and Safety Rep for 5-7 years of those years. I've recently acclaimed a position as Chief Safety Rep for Org 13. I've sat in KKOHS&E in the past and look forward to more involvement in the future, as Chief.

I'm really wanting more involvement on the Executive committee, I want a voice and a vote at the Executive table to represent all my fellow Unifor 2301 brothers and sisters.

Thank you



**CLARENCE RIGGS
FOR TRUSTEE**

My name is Clarence Riggs and I am running for one of the trustee positions on our union Executive committee

I have been employed at Rio Tinto for twenty-five plus years. I spent the first five years in casting and have been working in trades for the last twenty as a pipefitter/Gasfitter.

I have held various skilled trades committee positions in the last 15 years including being a member of the Apprenticeship committee, Trades Training committee and Contracting Out committee. I am currently the Skilled Trades Chair for our local union.

Brothers and sisters, we seem to be going backwards in terms of health, safety and working conditions instead of going forward. The new plant seems to be in crisis mode more than it's not.

I have heard far too often that we are the hold up or that we are creating roadblocks to the next great change. My favourite saying is when they tell us that this is the way things are going today.

Brothers and sisters, we do not have the benefits we enjoy today because companies thought we should have them. All of our former Union Reps worked tirelessly to create a better working place for you and I. I have nothing but gratitude for our former and current leadership. I would ask for your support as I try to do my part and continue to support the membership to the best of my ability. The union is only as strong as we all make it.

In closing, I would like to thank all the candidates who stepped forward to represent our membership. I would like to wish them all the best. Whether you vote for me or our other great candidates, please get out to vote. We all have a part to play.

Sergeant-at-Arms (Two positions)

**CURTIS BYE
FOR
SERGEANT-AT-ARMS**

My name is Curtis Bye and I am looking for your support in my bid for Sergeant-at-Arms.

I have worked in the smelter for twenty-eight years, and have been a Heavy-Duty Mechanic for the last twenty-five years.

I have been a Shop Steward for twenty-five years and am a member of the Contracting Out Committee.

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 am comfortable meeting with Management and dealing with any situations that come up.

As a member of the Steering Committee I was very disappointed that last contract the agreement was not brought to us for endorsement, as it has been every contract before. I wasn't happy with the outcome of the last contract and am hoping we can work together for a better one this year.

Getting elected to the Executive will give me the opportunity to ensure that the proper processes are followed.

With two kids working at the smelter and being union members themselves, I know how important it is that we fight to protect our new members and work on issues to make the smelter a better place for us and the next generations, who will be looking after our interests as retirees.

Thank you



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

For those of you that don't know me, my name is Mike Duarte. I have been working here for the last 21 years.

In those years, I have worked in Casting/Wharf Operations, Line 3-5, and now at Carbon South.

I have been Chief Shop Steward for the last 17 years and I currently had a position as Sergeant-At-Arms on our local Exec, as well as a position on the Bargaining Committee.

I am seeking your support for one more term as Sergeant-At-Arms.

Thank you and keep safe



Sergeant-at-Arms (Two positions)

**MIKE SZMATA
FOR
SERGEANT-AT-ARMS**

Brother and Sisters, my name is Mike Szmata and I am looking for your support as I run for the position of Sergeant-At-Arms on our Local Executive.

I have worked at Rio Tinto/Alcan for 27 years, 26 of which I have spent as a strong Union Activist. Previously, I served on the Local Executive as Sergeant-At-Arms, with my last term ending in 2012. That experience has given me the knowledge to carry out the duties of this position. I have also been involved with the EFAP Committee as the Co-Chair for many years as well as being involved with the Transition Committee while KMP was in progress. Presently I am a Shop Steward and OHS&E Rep at the Wharf. I am also a member of this year's Bargaining Committee and dedicated to getting our Membership the best contract possible.

After watching the complete mismanagement of this Smelter over the last few years and the result of our disastrous last contract, I see and feel the frustration and how disgruntled a lot of our Membership is every day and I could not sit back and not be involved anymore.

I am looking forward to possibly once again serving the Membership on the Local Executive.

"You cannot invoke change without getting involved."

Please remember to get out and vote on April 27th and May 4th.

Vote Mike Szmata for Sergeant-At-Arms.

*In Solidarity,
Mike Szmata*

Guide (One position)

**DAN ALLEN
FOR GUIDE**

My name is Dan Allen and I am running for the position of Guide 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. I am also an OHS&E rep.

Having served as a Trustee on the Executive for the last three years, I was involved in a lot of the building maintenance such as new lighting, new meeting chairs, new flags and organizing repairs.

Being part of the trip to Ottawa to fight the aluminum tariffs was a real eye-opener on how strong and united unions are.

All of this has made me realize that I want to continue to serve the membership as a member of the Local Executive, but in a different role. I believe transparency, communication and representation in the workplace are the building blocks to a stronger, more united Union and as a member of the Executive I would work towards achieving all of these.

As a Union Executive, I hope that we can draw upon the younger, newer generation at Rio Tinto to become more involved in our Union. Obviously with the COVID restrictions we weren't able to do a lot of training in the past year, but once they are lifted I would like to see more Young Workers Training, and more ways to connect and engage them. It won't be long before we all retiree and they must carry on.

All union members have the right to vote, whether you are a temp or full-time. I hope to see all members use that right. Regardless of who you vote for, just get out there and vote.

*Thank you,
Dan Allen*

Guide (One position)



DANNY CASQUILHO FOR GUIDE

Hello Sisters and Brothers, my name is Danny Casquilho. I am running for the position of Guide in the Executive Committee Election and for Constitutional Convention Delegate.

My History with Alcan/Rio Tinto

I have worked in the Smelter for twenty-one years. I worked in the old potrooms from 2000-2007 (7&8 and 1&2). In January 2007, I was successful in obtaining an Industrial Instrument Mechanic Apprenticeship. My role is to maintain the instruments which measure and control the smelter processes. Throughout my career, I have felt that my trade was disrespected, safety was only applicable on the company's terms, and our CLA was often violated. In 2015, some of the Reps in my workplace were targeted with discipline, which prompted me to support them and step up to a role in our union as an OHS&E Rep. After the 2017 negotiations, I decided to put my name forward for the 2018-2021 Executive Committee to help rebuild our Union.

My Union Activist Roles include the following:

- 2015-Present, OHS&E Rep
- 2015-2019, Chief OHS&E Rep for Carbon North
- 2016-Present, Shop Steward
- 2018-2021, Executive Committee (Recording Secretary)
- 2019-Present, Skilled Trades Executive Committee (Vice Chairperson)
- January 2021, Present, Interim KKOHS&E Co-Chair
- 2019-2021 Proponent for the Return of Compulsory Trades Certification Lobby topic in the 2021 Unifor BC Regional Council Government Lobby

Why you should vote for me

I am motivated, passionate and work very hard at attempting to resolve our workplace issues. I enjoy helping my Sisters and Brothers with their concerns. At the end of the day, it's a good feeling when you are able to help a co-worker.

Should you elect me, I will continue to strengthen my role as an Executive Committee member. With 11 more years before my anticipated retirement, I plan on continuing to run for Executive Committee positions so that I can help make many impactful improvements for all of us.

As a very active Union Rep, I am vocal with management, as well as within our Union leadership about the concerns on the shop floor. If necessary, I push the limits to resolve issues through my communications with management using all tools and mechanisms available to me.

If I am elected as Guide, I will continue to work to rebuild our union, support our Reps and help any member who asks me for assistance.

Areas for Improvement within our Union

While there are many areas for improvement, a key issue comes to mind.

A common concern I hear on the shop floor, is that members are not aware of what the Union is doing. While we have continued to serve the membership during a global pandemic, the work has never stopped behind the scenes. The 2018-2021 Executive Committee has done great things for the Membership! Yet, there is always room for improvement. The Union needs to strive to communicate better with the membership. We need to use available technology to improve our communications and increase our membership involvement and meeting attendance. We also need to find a way to educate new members about how our Union works. Our membership is stronger when we are all informed and engaged.

In Closing

With your vote for the Executive Committee position of Guide, I will have a voice and a vote at the Executive Committee table. I will continue to be a leader in our Union at the Executive Committee level, as well as on the shop floor. I will continue to be vocal with management and I will stand up for all of you. I will continue to work hard at improving our workplace for all members.

Please exercise your right to select your Executive Committee by voting for the candidates who you believe will improve our Union. Best of luck to all candidates.

Guide (One position)



**SEAN O'DRISCOLL
FOR GUIDE**

Greetings Members, My name is Sean O'Driscoll and I am seeking your support to be elected for the position of Guide on the Unifor 2301 Local Union Executive Board.

According to our local union By-Laws, the duties of Guide are as follows:

Duties of Guide:

- i. The Guide will maintain order, inspect membership receipts or cards, make sure that all present are entitled to remain in the meeting, and perform other duties as assigned.

In my experience on your Executive Board the Guide has also acted as an advisor to the Membership and Union officers on By-Laws and Union Constitutional matters.

I am in my 27th year of employment with Alcan/Rio Tinto, having started as a temporary employee in the Gas Collection department in 1994, then still as a temp in Lines 3 to 5, before being hired full-time in Lines 1 & 2. Shortly thereafter, in 1996, I started my electrical apprenticeship and have worked in Central Maintenance/Utilities ever since.

I have been a Union representative for almost as long as my employment here, starting off as a Crew OHS&E rep back in my Lines 1 & 2 days. I am still an active OHS&E rep and Shop Steward. I have also had the honor of being chosen by the membership to serve several terms on past Executive Boards and Bargaining Committees. My most recent role was as your President during some very challenging times, from 2015 to 2018.

It was for personal reasons, not Union or professional ones, that I decided not to seek re-election in 2018. I am now ready and more than willing to serve the Membership again as a Local Union Executive Officer. I am also looking forward to continuing my work as

a Union trainer, which has been put on hold due to Covid-19.

My one and only purpose in running in this election is to serve, you, the Membership, to the best of my ability and to put your interests first and foremost. My personal beliefs and convictions will not interfere with me advocating for the top priorities and best interests of the Membership. Local Union officers must not permit their actions to be driven by personal agendas.

I believe I can draw on – and you can count on - my many years of experience in being a part of a strong leadership group within our Union. As always, together we will face many challenges brought on by the employer in the years to come, and my pledge to you is to be as dedicated and committed as ever in facing up to those challenges and overcoming them at every turn.

Once again, I ask for your support in electing me as Guide.

This is your Union, so please take the time to participate in our democratic process – regardless of whom you vote for – and cast your vote!

Best of luck to everyone running in this election.

*In Solidarity,
Sean O'Driscoll*



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 to be elected to the position of Full-Time Safety Rep.

For those who may not know me I currently work in the Anode Bake Furnace (ABF) on A Shift. A position I've held since last serving as the Full Time Safety Rep for 10 years. While I have nothing but good things to say about my co-workers that I've worked with for the last 3 years, it is the work environment itself that made me decide to run for office again. I can honestly say I feel the frustrations that our members' deal with on a daily basis. There is not a shift that goes by that the cost cutting management style does not have an impact on how your work gets done. It seems that every area of the smelter is in constant crisis mode. It is shameful that a smelter of this age is in this bad of shape. The company's constant budget cutting is putting this workplace in a precarious place and it is for this reason that I cannot sit by on the sidelines and I chose to use my experience to serve the membership once again if so elected.

While I have been working back on the floor I have not stopped my involvement in health, safety & environment both as my crew representative and also as the Chief OHSE Rep for Carbon North. This along with my over 20 years of working on safety in the smelter through the various committees gives me the confidence that I can step right in to the role if elected. I also believe that my years of experience dealing with WorkSafeBC, the Ministry of Environment and other agencies makes me qualified to address the memberships concerns and perform this role effectively at any level.

I've always believed that every issue that a member brings forward is the most important issue to them no matter how big or small and I believe I've always given each of those issues the respect they deserve. I've always made sure to respond back to the members on their issues

whether the feedback was positive or negative because I know how frustrating it is to hear nothing. This is a practice that I would continue.

One area that I think we as a union should be pursuing more is trying to change WSBC Regulations so employers are held more accountable to their workers. Unifor 2301 holds a position on the BC Regional Health and Safety Committee and it is through this committee we should be lobbying provincial regulators to change workplace safety laws as many companies will not improve working conditions unless they are forced to. Unions are a strong voice for health and safety in the workplace and it is through this committee that we should be exercising that voice.

Locally one area of concern I see is the company's excuse of "workforce levels" as a way of trying to limit the unions ability to effectively pursue our members HSE concerns fully. Our OHSE Reps are finding it harder and harder to perform their roles in defending the members. This is not accidental. The company is neglecting their responsibilities under WSBC Regulations and the WCB Act. This needs to stop. This will be one of the areas I will pursue immediately if elected.

One thing the membership can be sure of is if I'm elected I will hit the ground running on all your issues and use my past experience in this position and my current involvement in health, safety and the environment to protect our members. It is with this that I ask for your vote for the Full Time Safety Rep position for the next three years.

Lastly I would like to say good luck to all who put their names in for elections and remind everyone to make sure and get out and vote!

*In Solidarity,
Mike Schmidt*

Full-Time Safety Rep (One position)



**MARC YOUNG
FOR UNION FULL-TIME SAFETY REP**

Hello Brothers and Sisters! How quick the last three years have gone by as I entered my 28th year this February I wonder how the hell did that happen?

It's time again for elections and I will be running for the Full Time Safety Rep to represent YOU. Quite the learning curve from the years on the floor and then switching to meeting after meeting, committee upon committee and keeping track of so many things, past and present while prepping for the future. It seems like we never know who's in charge, management never seems to stop changing. There have been ten managers in two departments as one example of the degree of change I deal with on a daily basis. I remain grateful for the experience and look forward to serving another three years should you cast your vote of confidence my way.

There have been many successes and few shortcomings. I will outline a couple.

Reduction

I'm happy to say that some longstanding issues are now SLOWLY moving in the right direction. One of the big ones that strike me as terrible are the over exposures in the PTA's (reduction cranes), commonly referred to in notifications as "possible exposure to substance". So many operators have transferred out of the Reduction area having seen zero improvement and having been personally affected they felt they had to move on. We are now in the early stages of monitoring for SO₂ /CO and in some manners for HF. The monitoring for HF has been a sore spot (was to be sorted via investigation in 2017) as some are convinced this was "impossible", we now have in place some portable Tango units to better assist those in the PTA's in identifying changes in conditions and alerting them before being affected. I will not stop fighting to have a proper dedicated system, to include the definition of HF and the appropriate actions to take when the alarms go off. This has gone on far too long!

Quarter points in Reduction continue to be an issue, if this could be fixed by talk it would be bullet proof however, this isn't the case. Even after a PFI brought a lot of attention, so many violations, work refusals etc, we have gone backwards. This is a shining example of the company unable or not willing to make the moves required to make this dangerous interface safe. Big plans made yet no execution.

Bldg 4440 Cruce Cleaning

This was the first visit with WorkSafe onsite and my first time being there to observe. I could immediately see why the members feel maligned using PPE as their first and only line of defense. There have been a few attempts to help the situation but we are NOT there yet. We will try to hold those in charge accountable for fixing the problems and enforce the timelines promised for dust collectors that work properly. All the MSI affecting rattling and jackhammering must be done with the plan A equipment and stop plan B which is no plan at all. One of our own reps, tired of all the empty rhetoric and seeing little to no change, went back to the floor only to be hurt in the very building that they were attempting to drive change, how is this ok??? When I mention this to management, I get empty stares as they move to the next topic. An external provider came on site to take "dust" from many different areas inside this building, months later I was finally able to review the findings, it's no joke what's in the air in this area.

ARS

Manual bath jack hammering is bonkers, no other way to describe it. We have known since the railroad was laid out in the 1900's that humans will suffer from this type of repeated impact activity and insult to their bodies. I was happy to take vibration sampling at this work station, apply regulation and stop injuring employees. This process took far too long but is here now and we have definition as to the workloads. Some are apprehensive to

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take a turn, share the load as it were, and some are tough and are ok doing it for a full shift. This won't end well for those exposed and a senior employee has had surgery due to this. Nobody should suffer as such! This is not how the Union prefers members prepare for retirement. We need to balance the work and have all the members assist in modernizing this archaic method. I'm so happy to have members that recognize strains and go to first aid over this as they should, and to make the company stick to proper rotation and be the catalyst for change sorely needed in this Area.

Area/personal samples

If people could ask their Area for both personal samples and Area samples that would help increase interest. I hope to get this annual program back on track. Being from the Anode Paste Plant these numbers are hugely important to drive work rotations, PPE changes/ upgrades, information to accompany illness both in real time and for latent affects. Having major gaps this year is most upsetting in that it's lacking important information. I can say when we see piles of green coke all across the Wharf, bath spread from Line 1 to the Anode Pallet Storage bldg. the fall out in 4440, exposures in Reduction, reject anodes piled all over Carbon South and the rain tarps blowing in the breeze we need to get our indoor and outdoor environment back on track. I mention the above as we need MORE sampling, not less. It's not uncommon to hear that we have gone back in time as I walk all over the site, I do see this across the plant getting out to meetings here and there. We used to have a robust control in these areas and could draw on years of information to be informed, this year is the least amount of information gathered when I look into records.

I'm grateful to have been sent to Port Elgin in the early days of my posting here. Having never been, I was personally not aware of how amazing it was. I did a week-long accident investigation course and learned lots. The place provides an amazing opportunity and I can't say enough about it. The processes, the people and the courses offered to help bolster Unifor and its members are world class. I also had the chance to travel to a few conferences and learn more, a couple courses that made me really shake my head, note taking and a sleep seminar, at first I asked myself how this would

be beneficial to the membership? I was taken aback at both, super helpful and informative, the first in my capacity as Full Time Safety Rep, the second relative to our membership on site. They are a small example of the courses taken with speakers that had a major influence on the amount of targeted learning on topics relevant to our membership, an example being "shift work" and its long-term affects was very eye opening.

I have been attending the after-hour meetings of the Kitimat Air Shed Group (KAG). The KAG is a newly formed committee to connect industry, community leaders, citizen scientists, teachers and community groups along with your Union to discuss the air in our valley. It has been a long run and after months of work the group has officially launched and been granted nonprofit status. Funding was secured for a secretary who was recently hired and the group is moving forward. It's important that you are represented at the table to bring our expertise in the plant and keep informed on the issues that matter to our families in the Kitimat and Terrace air sheds downstream. Should anyone have an interest there will be public forums and I can pass on dates if requested.

Covid has affected so much in the world and on-site. The concerns over cleanliness, masks, training in close proximity and of course the need to continue with programs and committees. We must continue to push our agenda for a safe work environment and hopefully come out the other side in a better position.

Hard to summarize a three-year term that passed so quickly.

Many thanks to the Operators and Trades folk helping me in their areas of expertise! In addition, many thanks to those on our Executive for offering their expertise and experience and assisting in so many ways! Also, a shout out to the staff at the Union Hall for putting up with all my papers and scheduling of events and to the membership for giving me the chance to try and make positive changes!

Please come out and vote for the members of your choosing in the upcoming election!!!

*In solidarity
Marc Young*

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



**SEAN O'DRISCOLL
FOR ORG 8 - CHIEF AREA OHS&E REP**

Hello Members, I am Sean O'Driscoll and I am seeking the support of Members from Org. 8 in electing me to the position of Chief Area OHS&E Rep.

I have been an OHS&E Rep for over 20 years, including time spent as Chief Rep for Org. 6 (as it then was, Maintenance) as well as filling in for the Full Time Safety Rep on several occasions.

I have seen many safety programs, initiatives, activities, and so on, come and go over the years, some which have been better than others (I'm just not sure which ones, off the top of my head at the moment), but generally speaking the real results we want and need as workers to see on the floor haven't always been delivered.

More often than not, the end result of many safety programs or workshops has been more paperwork. More checklists, more booklets, or more kindergarten colours to choose from at pre-shifts ("pre-shift" is a term from our joint health and safety program nomenclature; "lean meeting" is a corporate production-oriented term).

Time and again, what workers want to see, but seldom do, is improvements in the physical safety environment – changes that actually have a positive effect on our safety and well-being; not the metaphysical, philosophical BS (behavioral safety) that puts the onus on us, not the employer, to be primarily responsible for workplace safety.

Rio Tinto is a strong proponent of behavior-based safety programs, which shifts the responsibility of maintaining a safe and healthy workplace from the employer, who owns and operates the workplace, to the workers, who have much less control over the work environment. For this reason, Unions strongly oppose BS programs. Consider CRM or Take 5, for instance. These documents repeatedly ask "did I...?" or "did **you**...?", not "has the **employer**...?", and most of these questions revolve around asking whether more paperwork was done, by **YOU!** The main reason why BS programs are so popular with employers is that by asking you if you've

checked the work environment for hazards:

- a) It shifts the onus of responsibility to you;
- b) It shifts responsibility away from them;
- c) It validates workplace hazards as things to be avoided, not eliminated, and;
- d) Filling in forms doesn't cost very much.

One of the key principles and most effective methods in hazard control is the elimination of the hazard altogether (hierarchy of controls – PPE is the last line of defense). The message shouldn't be: "watch out for the hazard – if you didn't look or prove that you did by filling out the form, and get hurt, it's your fault!" As Unionists, we don't say "look out for land mines"; we say: "Get Rid of Land Mines!!"

Don't get me wrong, behavior is a part of safety and of course we do have a role to play in our own personal safety, and the safety of our co-workers. It's also required to have sound written instructions and procedures (SOP's, isolation procedures and isolation officer certification, training records, and so on) but we can't be expected to rely on these alone, as by themselves they don't fill in pot holes or fix broken guarding.

The employer bears the true onus of responsibility in maintaining a safe workplace. To err is human, safety *based* on behavior is never going to be ultimate solution, only physically mitigating or eliminating hazards will keep us safe.

My goal is to shift the focus away from paperwork and pretty colours and to foster a safety culture which embraces the true value of "practical safety", which is real change in the physical work environment, changes which look, feel, and are in fact safer and healthier, so we can all go home safe at the end of our shift. It will cost more, and there will be push back from the employer, but in the end fighting for real results will be well worth it.

I hope I can count on the support of my Org 8 colleagues in becoming your next Chief Area Rep.

Best of luck to all of the candidates in this election.

*In Solidarity,
Sean O'Driscoll*

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



**MIKE SZMATA
FOR ORG 8 - CHIEF AREA OHS&E REP**

My name is Mike Szmata and I am running for Org 8 Chief Rep.

I have been an OHS&E Rep at the Wharf for 26 years. I put my name forward for this position because we need some safety leadership in Org 8 and because I feel the Wharf has always been in its own little world when it comes to safety within the organization and the Plant as a whole. I want to change that.

I have experience with all aspects of safety. Previously, I have been involved in ergonomics, Review Committees, and the Vehicle Pedestrian Committee. At the Wharf, I've

been involved in investigations, developed standard practices and safe work procedures, area inspections and vehicle inspections.

I deal with my fellow OHS&E Reps and Management on a daily basis and feel I have the experience and the communication skills to get my point across and get issues dealt with.

I ask for your support on April 27th and May 4th on becoming your next Org 8 Chief Area Rep.

*In Solidarity,
Mike Szmata*

ELECTED BY ACCLAMATION



**ED ABREU
VICE-PRESIDENT**

I would like to start off by thanking everyone for their support over the years.

Although I got my position by acclamation, I wanted to assure everyone I will continue to work hard serving the membership in a role I'm quite familiar and experienced in. It will be an honour to continue to represent you.

Please take the time to vote in the election and best of luck to all of the candidates.

*In solidarity,
Eddy Abreu*



**HARRY SANDHU
RECORDING SECRETARY**

Hello Brothers and Sisters, my name is Harry Sandhu and I have been acclaimed as Recording Secretary.

I am in the running for a position to be a Delegate for the Constitutional Convention.

I have worked in the Smelter for 31 years, started in Casting and in 1996 I was successful in getting an apprenticeship in Welding. I have worked in different shops during my apprenticeship but spent the majority of my years in Pot Replacement, Bldg. 226 and am currently working in Fabrication Shop.

My union activities or involvement includes being

1999 – 2006 Shop Steward

2007 – 2015 Member of Joint Medical Placement Committee

2018 – Present Co- chair of Joint Medical Placement Committee

2019 – 2021 Vice-President Unifor 2301

2021 Recording Secretary Unifor 2301

In closing I request the membership to vote for me to be a part of this delegation and serve our union better.

ELECTED BY ACCLAMATION



ADAM SHAW
FINANCIAL SECRETARY

Hello brothers and sisters, My name is Adam Shaw and firstly I would like to thank everyone who has put their name forward for consideration in this election.

Stepping forward is no simple task and I appreciate anyone who is willing to step up and serve our membership in any capacity.

I have been acclaimed to the position of Financial Secretary, and feel privileged to serve the membership in this capacity for another term. I would now like to ask for your support to be elected as a Delegate for our Local at the Constitutional Convention. It would be an honour to represent our local as an elected Delegate.

I have been a member of Local 2301, in good standing, for 15 years now having worked initially in the pot lines and most currently as a tradesperson in Carbon North. Having moved around the plant frequently for the first half of my career I have been able to work alongside many of you over the years. For those that don't know me, I have been an outspoken activist for 13 of my 15 years with a reputation of being tenacious and fighting hard for our membership. I am both a Chief Shop Steward and a Safety Rep and have been able to serve the membership in a few different roles over the years, including:

- Full time Org 10 Chief Safety Rep
- Executive as Financial Secretary
- Committees such as Skilled Trades, Trades Training Trust
- As a delegate from our local in Ottawa, lobbying the Federal Government to rally against the imposed aluminum tariffs that were threatening our livelihood
- Your 2021 Bargaining Committee for this year's negotiations.

So please vote for Adam Shaw for Constitutional Convention Delegate. I thank you for your consideration.

In Solidarity



CLIFF MADSEN
BUSINESS AGENT

Hello sisters and brothers, my name is Cliff Madsen. For those of you that I haven't met or assisted yet, I am the Union's Business Agent.

I ran unopposed in this election and was acclaimed as your Business Agent for the next three years. I would like to thank the membership for your show of confidence in me, it is truly a privilege representing you in this position. My primary duties at the Union Hall are to deal with short term disability (including DIP and WCB), long term disability (including LTD and CPP), benefits (including actives and retirees), pension matters and to advise and assist members on just about any issue you can imagine. I'm happy to say that Covid hasn't affected our ability to respond to your issues, face to face hasn't been possible but through the use of technology we've managed. Hopefully in the near future we can welcome members back into our Hall for a coffee and a chat again.

On election day you will be asked to vote on the Executive positions that are contested, you may also be asked to vote for your Chief safety rep in areas that are contested and lastly you will be asked to vote for delegates to the Constitutional Convention. This convention is an important function of our National Union. Delegates from around the country attend and vote on various resolutions that guide policy development for the Union as well as vote on who the new leadership for our National Union will be. Our local has a reputation of sending delegates that participate in this process, speak from the floor to challenge the Union to be better and to leverage the leadership in areas that benefit our Local. We use this format to build momentum on issues that are important to our Local, our region and the country as a whole.

I am running as a delegate to attend the Constitutional Convention and would appreciate your vote. I suspect that Covid will have changed our Union in ways that may not be apparent at this moment. The convention will say a lot about what those changes look like and it will be the place where we need to be on top of things to make sure our interests are represented. I believe that I can help in this regard given my decades of experience and hope that you value this by voting for me as a delegate.

*In Solidarity,
Cliff Madsen*



UNIFOR
Local 2301

ELECTION DATES

Advance Poll Tuesday April 27th
6:00 a.m. - 8:00 p.m. Union hall

Regular Poll Tuesday May 4th
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 27th.

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

Covid safety measures will be place. Hand santizer will be available, social distancing in place as well as limited voters in the Hall at any one time. Masks must be brought and worn.

