



Richard Pigeau died on Oct. 20, 2015, during a workplace incident at Glencore’s Nickel Rim South Mine in Sudbury.

MINING DEATH INQUEST YIELDS 15 RECOMMENDATIONS

Mandated use of seatbelts in mobile mining equipment, door ajar and unbuckled seatbelt alarm systems among the recommendations intended to prevent future death and injury to miners.

Mine Mill had standing at the inquest with Billy Smith and Orazio DelMastro representing the Union, and Dave Stewart representing the family. Jason Gifford, Eric Boulay and others from the Local attended, along with Emil Mesic from Unifor National Health & Safety Department.

The Inquest into the underground mining death of Richard Pigeau yielded 15 recommendations from the jury. Among these recommendations are added safety components for mining equipment, greater support for grieving families and additional training, most of which aimed at helping prevent future death and injury to miners.

On October 20, 2015, Richard Pigeau was operating an LHD at Glencore’s Nickel Rim South Mine.

There were no witnesses, but the data recording on the machine shows he was driving down the 1660 ramp when the machine suddenly turned right and hit the wall and continued to move down the ramp for 8m until it hit a safety bay. Though it is unclear by what means the door opened, Richard was ejected from the vehicle and was then run over by the rear wheel of the scoop. This according to the statement of fact read in court, was his cause of death.

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Among the 15 recommendations outlined in the jury’s verdict document are added safety measures to ensure the operators of machines such as this cannot be ejected in this manner. They recommended the use of seatbelts in mobile mining equipment be mandated and that machines be equipped with “door ajar and unbuckled seatbelt alarm systems.”

Recommendations have been made to various government ministries, ministry chief prevention officer, Caterpillar of Canada Corporation and Glencore.

The following is the full text of the jury recommendations following the inquest into Pigeau’s death:

To the Ministry of the Attorney General:

1. *It is recommended that MAG examine the feasibility of applying the funds paid into the Ontario Victim’s Justice Fund towards defraying the costs incurred by a deceased’s family members to attend and meaningfully participate in the quest process as parties.*

To the Ministry of Labour, Immigration, Training and Skills Development and the Minister of the Solicitor General

2. *It is recommended that the MLITSD and the Solicitor General work together to determine the feasibility and creation of an office or a program expansion of an office, such as the Office of the Chief Coroner , to provide family members of a workplace death assistance in navigating the in quest process and assisting in accessing grief and counselling services.*

Continued on page 5

A MESSAGE FROM THE PRESIDENT



Dear Sisters & Brothers,

Summer was steady and manageable. Now, with the Fall upon us, my calendar has filled up substantially.

Our Local has 3 collective agreements expiring this year with an additional 8 agreements expiring in 2023. Myself and the committee's will be busy with proposals, face-to-face bargaining, strike mandate and ratification meetings. The committee's will do everything possible to reach the best tentative agreements they can, but the decision to accept ultimately lies with the members. At ratification meetings, you have the ability to either accept or reject the new contract. This decision is personal and no one should be judged if they voted differently. We are a democracy and majority rules.

I continue to work closely with all leadership including all Unit Chairs, 4 Chief Stewards, 14 Executive Board members, and 101 Stewards and Health & Safety Representatives.

Late last week, we were the victims of robbery and arson at our campground. Our Log Cabin which served as our Campground office is a total loss. We are looking at replacing it with a similar structure. The perpetrator was apprehended by police shortly after the incident and when searched, it was discovered that he had some of our property in his possession. He later confessed to the crime and we determined that he had no association with our Union or Campground. Police referred to him as a "frequent flyer" and was previously known by police.

We had a successful Glencore Unit meeting earlier this week. Thank you to all who participated. Many healthy discussions and ideas. These meetings are the forum to bring up workplace concerns and receive advice from you Leadership. If you can't resolve it, then grieve it.

JANUARY TRAINING. Grievance handling and Health & Safety training will be offered by the Local in January, 2023.

Get informed, get involved, stay involved! We are only as strong as we are united.

In Solidarity,
Eric Boulay, President
Email: eric.boulay@minemill598.com
Phone: 705-673-3661 Ext 203



Sisters and Brothers,

Well, first it's been going on over three years that we have not been able to gather, but now they say we can even; even though they say we must be careful and don't take any chances.

I am happy to say that we will be having our Retiree's Christmas Dinner at the Caruso Club on December 7th, 2022 from 12 noon to 4:00pm. All retiree's will get a newsletter in November with all the information.

This year, we attended two activities, the big one was in Toronto which was the Unifor Constitutional Convention where we were able to elect a new National President. There were 3 candidates running and it came down to a run-off. In the end, Lana Payne was elected as our new National President. Congratulations to Lana!

Also, at the Convention, we were told that one of our other Locals (177) in Quebec who have been off work for 18 months and another of our Locals (681) in Manitoba (Hydro) was going on one year being off the job. A box was passed around to collect money for the two locals. After that was completed, the supporting Locals each went to the microphone and started making donations giving money to each Local. The President from Local 681 came to the microphone and announced that his Local will be going back to work and then deferred whatever money that was going their way to Local 177 in Quebec.

When the donations were counted, they had raised \$220,200 for the 170 brothers who are on lock out.

Next, we went to Port Elgin where we attended the 2022 Retired Workers' Council and the Labour Day Parade. All went good and the weather was great.

To all our Retirees, we have our monthly meetings on the last Thursday of every month except for July, August and December. Meetings start at 10:00am. Please try to attend, we need some young blood.

In Solidarity,
Ron Michaud, Chairman for the Retiree's Chapter

Sisters & Brothers,

Earlier this summer, Sudbury Council rejected the latest proposal of building a new arena. As we were all aware, this would have been built on the Kingsway, creating a partnership with Gateway and Hotel. This announcement was very disappointing to all of us including Gateway and our patrons.



We all hope Gateway continues its efforts in creating a new establishment as we all know we'll rebuild Sudbury as a genuine gaming area. (stay tuned).

We have rebuilt our Bargaining Committee who now includes Frank, Gisele and Melissa. Our current collective agreement expires January 31st, 2023 and we are looking forward to negotiations. We will be reaching out to all of you with survey's and of course, opinions on what is needed today along with our future.

In Solidarity,
Frank Marcil
Unit Chair, Gateway Casino

Sisters & Brothers,

Hello and Happy Fall! My name is Amanda McGaughey and I am the newly elected representative for WSIB Groups 1 & 2.

Safety in the workplace is imperative and ensuring our members are treated fairly and feel supported if a workplace injury should arise is my number one goal. I am excited to learn all there is to know about WSIB, which will aid me in assisting our members with their WSIB claims.

I am available to be reached at 705-673-3661 Extension 202. Please don't hesitate to contact me, and I look forward to assisting our members moving forward!

Thank you

Amanda McGaughey
amanda.mcgaughey@minemill598.com



ARSON AT THE MINE MILL CAMPGROUND

Our treasured Log Cabin Destroyed by fire

An arrest has been made!

Just before 4 a.m., on October 13th, 2022, Greater Sudbury Fire Services received a call from a member of the community who reported a structural fire at the log cabin at the Mine Mill 598 Campgrounds on Richard Lake Road.

Fire fighters from 2 stations were on site for 3 hours to suppress to fire. Due, in fact, there were no fire hydrants in the area, a watering truck had to be brought in.

After the fire was extinguished, firefighters determined it to be suspicious and contacted Greater Sudbury Police Service (GSPS) at about 5:45 a.m.

Police Officers from the Patrol Operations and Detectives from the Criminal Investigations Division & Forensics Unit attended the scene and determined the fire to be arson.

The Ontario Provincial Police (OPP), while investigating an unrelated incident, observed a man in the area of Highway 69 near Old Wanup Road who was in possession of items belonging to the campground office and contacted GSPS.

When GSPS officers spoke with the man, he admitted to setting the fire using items from within the office. No injuries were reported in the fire.

The damage to the structure is estimated at about \$100,000.

As a result of the investigation, the 36-year-old man has been charged with arson, break and enter, theft, possession of property obtained by crime and breach of probation. He was not known to the Union or Campground and police referred to him as a "frequent flyer".

The accused remains in police custody.

Mine Mill credits the collaborative efforts of the Fire Department, Greater Sudbury Police Services and the Ontario Provincial Police for the quick resolution to the investigation.

A special thanks to the community member who originally called in the fire.

Summer 2022



October 13th, 2022





Hello Brothers and Sisters,

It's been another busy quarter for my office, with some good news to share! Over the past few months, we have successfully gotten several members permanently accommodated in roles that they are happy with, we have had a few members return to work after

being off for extended periods of time, AND probably the most significant thing for our membership is a "LOU" was struck between the Union and the company.

So, what's an "LOU" you ask? An "LOU" is a Letter of Understanding. These letters are created when an issue is brought up and it is determined that language needs to be changed, but we are not close to our negotiating time. Since the language in our collective can only be changed during negotiations, these letters are created as a "promise to be changed at our next round of bargaining", but the change they represent, starts at the letters' creation.

All that being said, the Union and company have come to an understanding that from this point forward no one on Short Term Disability, Long Term Disability or WSIB will miss out on their vacation payout. Our current language states that "your vacation will be based on 2% of your last years earning". However, for people on leave, using this formula to calculate a payout, would have left them with 2% of \$0 in earnings... meaning, a \$0 payout!

Now that this "LOU" is in place, injured workers will receive 2% of their last years earning OR their base salary earning, which ever one is better. Meaning if you are on leave and get your vacation or special vacation paid out, the bare minimum that you will receive per hour is your base hourly wage. The impact this will have on those on leave is huge, and we are so happy to have gotten this new "LOU" created. If you have any questions about this new "LOU" please reach out to me directly, by calling the hall.

As always, I would like to take this opportunity to reiterate; if you are injured at work - no matter how small, please do not hesitate to get in touch with me so that I am aware of the incident, and so that we can start working together to figure out your best path moving forward. Another very important thing to remember, you should **always** include your Union representative in any injury related conversations with your supervisor - if we are not made aware of the issues, we cannot fix them. Stay safe and look out for one another.

In Solidarity,
 Andrew Cristo
 Compensation, Health & Welfare Officer
 Email: andrew.cristo@minemill598.com



Brothers and Sisters,

2022 is flying by so quickly with many outstanding issues to be resolved at all sites. It's not a surprise to anyone, but the biggest ongoing issue we are currently dealing with is contractors doing our work.

The Union has been working hard over the last year to resolve and get as many grievances that can't be resolved to Arbitration or Med Arb as quickly as possible. We have seen a record setting number of arbitrations completed with a very positive success rate over the last year.

We have 3 Arbitrations in the queue in the early New Year, and the Nickel Bonus Arbitration next year as well.

Summary of the Union working hard for our members over the last year.

Grievances resolved- **65 Positive settlements with company.**

Covid DD-**14 Members paid**

Covid Pay for Vaccination- **All those who submitted records were made whole. (22 members)**

Med Arbs Wins- **4 Members made whole, or settlement agreed to.**

Arbitration Wins- **2 members returned to work after termination, and 2 members settled with substantial offers.**

Lastly, I would like to acknowledge and thank all the Leadership that spend and volunteer their time doing a very thankless job. I encourage those that may have interest in a leadership role to contact me. We are looking to fill all vacant roles at every site.

Do not hesitate to contact me directly if you have any issues, questions, or concerns.

Yours in solidarity,

Dale Lafrance
 Senior Union Representative/Glencore Unit
dale.lafrance@minemill598.com
 Phone: 705-673-3661 ext. 201
 Cell: 705-919-9883



Happy Halloween

Sisters & Brothers,

Here we are another newsletter and the same thing to report in healthcare. Which is primarily staff shortages in each department and the restrictions of Bill 124 which makes it hard for employers to recruit employees due to the wages, some that just beat out the minimum wage in the province and what I believe to be appalling. We have had some additions to our management teams and that so far seems to be working well. We have a new Food Services Manager - Gail Lessard, who has been working diligently at getting new staff and who has been really communicating with the department. We also have a new Administrator - Cindy Murray who has many years in LTC. We still seem to have issues around a bit of scheduling and that is mainly due to the lack of workers. We have outstanding grievances that are slowly getting a resolve. Currently we as well have some leadership postings open for Steward and for H&S committee, looking forward to the newly elected reps.

Currently the workplace is in outbreak and just when we think we have eliminated Covid, it is still around like a gnarly beast. Trying to keep up to all the policies and H&S issues seems to be a tasks that is never ending one day may we be fully staffed enough to be functional. If anyone ever has any questions, please always reach out. We are having Quarterly Healthcare meetings to engage our members and make all members know their rights each and every day. We will be rolling out our Survey soon so that we can move forward with bargaining, I have had people come up to me already with ideas, please make sure to put the down on the survey for the bargaining team.

Rule of thumb:

- * Always keep documentation of incidents/injuries
- * Keep a file of your doctors notes and WSIB information
- * Pictures or record of information that you submit, like time off or vacation.
- * Be a part of the solution

Melissa Wood
Unit Chair
St. Gabriel Villa



OCTOBER 31st

Brothers & Sisters,

News from D.S.I.

We are still going forward as we continue to work through the ups and downs of resin making. We continue to talk to the company about the future they keep saying is bright.

We have finally come to the end of recalls from MMTI. We and the company did work hard over the past 3 years to get as many people back as we could. We were able to get back 4 workers as there were only 9 of us left. In most cases the workers that were let go moved on and they found new jobs.

As we went through the process of dealing with DSI and then Sandvik buying us. There was a lot of hard feelings towards the company and the union, some of the workers have come to understand that a union can't force a company to stay open and language in the C.A. is very important.

It is also important to remember in the end, we all need a job but the union gave us a chance to have our voices heard and to make the workplace better.

As we go forward we still seem to have a few disagreements with the company as it being a large corporation they are slow to make decisions.

Things do change at D.S.I. as far as the work goes from week to week we seem to go in different directions. The C.E.O. of Canada came to visit the plant and was very positive and is going to help the plant grow into the future.

In Solidarity,
Steve Sissons
Unit Chair

Mining death Inquest yields 15 recommendations—Cont'd

To the Ministry of Labour, Immigration, Training and Skills Development:

3. *It is recommended that the MLITSD expedite the amendment to the Occupational Health and Safety Act, R.S.O. 1990 c. O.1 Regulation 854 (Mines and Mining Plants) proposed by the Mining Legislative Review Committee related to management of change processes.*
4. *It is recommended that the MLITSD examine the feasibility of amending the Occupational Health and Safety Act, R.S.O. 1990, c. O.1, regulation 854 (Mines and Mining Plants) to mandate the use of seatbelts in mobile mining equipment in underground mines.*
5. *It is recommended that the MLITSD take steps to co-ordinate a risk assessment of the possible risks associated with door ajar interlock systems and subsequent loss of control on underground mining load haul dump machines in use today.*
6. *It is recommended that the MLITSD take steps to amend the Occupational Health and Safety Act, R.S.O. 1990, c. O.1, Regulation 854 (Mines and Mining Plants) to mandate that all new underground mining load haul dump machines be equipped with door ajar and unbuckled seatbelt alarm systems.*
7. *It is recommended that the MLITSD take steps to amend the Occupational Health and Safety Act, R.S.O. 1990, c. O.1, Regulations 854 (Mines and Mining Plants) to mandate that all underground mining load haul dump machines currently in use to be retrofitted with door ajar and unbuckled seatbelt alarm systems.*
8. *It is recommended that the MLITSD take steps to amend the Occupational Health and Safety Act, R.S.O. 1990, c. O.1, Regulations 854 (Mines and Mining Plants) to mandate that all mobile mining equipment in use be used in accordance with any operating manuals issued by equipment manufacturers similar to O.Reg. 213/91 at s.93(3) unless any deviation from the operating manual has first been appropriately risk assessed.*
9. *It is recommended that the MLITSD and equipment manufacturers take steps to co-ordinate a risk assessment of the possible risks associated with machine steering controls mounted on doors in underground mining load haul dump machines in use today.*
10. *It is recommended that the MLITSD and equipment manufacturers assess the feasibility of integrating a sensor into the operator's seat that would be part of the operator presence system (OPS).*

To the Chief Prevention Officer of the Ministry of Labour, Immigration, Training and Skills Development:

11. *It is recommended that the Chief Prevention Officer of the MLITSD take steps to examine the feasibility of creating a reporting and/or notification system to promote the rapid sharing of information between mine operators and equipment manufacturers related to mobile equipment high potential risk incidents such that information could be shared expeditiously to proactively prevent the occurrence of similar events at other mines.*

To Caterpillar of Canada Corporation:

12. *It is recommended that CAT take steps to assess the hazards of lost of control on underground LHDs when the door opens on a STIC steer equipped machine during operation. Specifically, to address a transmission shift to neutral and steer lockout.*
13. *It is recommended that CAT explore relation of the door latching mechanism in order to make it more visible to the operator of LHD equipment, such as flipping the hinges and the latch to opposite sides.*
14. *It is recommended that CAT assess the risks and feasibility of allowing the orientation of the operator's seat to swivel in order to allow the operator to have more maneuverability to view the striker.*

To Glencore Corporation:

15. *It is recommended that training related to the management of change (MOC) process take place on a regular basis (annual as a minimum) to ensure that all employees are continually informed as to what requires the initiation of the management of change process.*



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INDIGENOUS HONOURARY MEMBER

Aanii and Boozhoo (Hello and Greetings) Sisters and Brothers,

Firstly, I want to give Eric a huge MIIGWECH (Thank you) for making me an honorary member of Local 598. It really isn't that easy to get rid of me (haha)!! It warms my heart to still be a part and be involved with the Local.

In saying that, I was asked if I still wanted to be part of the BIWOC Committee (Black and Indigenous Workers of Colour). How could I say no? I was then asked to consider teaching members on how to bead! I never, in my life, thought I would /could teach a group of people.....ANYTHING. My bead work was seen on my Facebook, hence the reason asking to teach beading.

With a couple of days of consideration and thinking, "Could I actually do this?", a decision was made that I would have a go at it. On September 17th, I held a beading class at the Rick Briggs recreation hall, to bead orange shirts in support of National Day of Truth and Reconciliation on September 30th. Another session has taken place this week on October 21st, 2022.

I, myself, am Indigenous and Anishinaabemowin or Anishinaabe (Ojibwe) from Whitefish River First Nation. This day holds tremendous heartache and sadness. If all I can do, to show my support for the loss, families of loss and survivors because of the actions done, is to wear orange in some form, I most certainly will, with honour and pride.

My hope for the teachings I do is to educate and share my knowledge to members.

"Wearing orange shirts are a symbol of defiance against those things that undermine children's self-esteem, and of our commitment to anti-racism and anti-bullying in general"~ Google

The Indigenous cultures are beautiful and offers so much spirituality.

I do plan on holding more workshops, so keep an eye out for the posters posted in the Facebook group, your places of work and emails.

Miigwech, Baamaapii Miinwaa Kiiwaabaamm!
"Thank you, See you later"

In Family and Solidarity,
Jennifer Davidson
Honourary Member





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IN THE COMMUNITY



Dear Mine, Mill and Smelter Local 598 Brothers and Sisters,

It is with pride that I write this article today.

In 2018, the members of the local motioned to donate \$10,000.00 to Top Glove Boxing Academy in Sudbury to facilitate the start up of a program called Rock Steady Boxing.

Recently, Gord Apolloni (Top Glove Owner/Trainer) and members of the Parkinson's Society in Sudbury, held an open house to showcase the program and demonstrate the positive outcome of participating members dealing with Parkinson's.

The Local President invited all of you via Facebook to join us for the educational and entertaining event. It was held on September 13th, 2022.

Gord and the members had delicious food and beverages served up for all that attended. Stories were shared about the benefits of the program. Mr. Apolloni glowed with pride when he discussed the physical improvements, he witnessed on all the "Boxers". Pointing to a mature woman in the group, he commented that she had to use a walker when she began and is now mobile without assistance.

I had the pleasure of attending with our local President Eric Boulay and his lovely wife Nicole. I like to refer to her as our first lady! Nicole openly spoke to Gord and I about her father passing at a young age from the effects of Parkinson's and how he would have loved being involved in a group such as this one. She stated that he was a very active, loving, and attentive Dad, Man, Husband before being diagnosed with Parkinson's.

Our President, Eric spoke to the media about the pride he felt representing the initiative our local members took in supporting this project. He was clearly emotional when speaking of his late father-in-law and how he would have loved participating.

During my visit, I was surprised and happy to meet up with a retired co-worker from the smelter, Joanne McNamara. Myself, Joanne, and several other smelter ladies used to climb to the 4.5 floor at the smelter office building and do Tae Bo during our lunch break, when I was on Day Crew. Fun!

Joanne was a warehouse worker and a member of USW Local 2020. She devoted over 30 years to Glencore. She is a vibrant, fun loving, beautiful Women, Wife, Mom, Grandmother. Her son works with us at Nickel Rim.

Mrs. McNamara shared that she was diagnosed approximately 5 years ago and that her symptoms were mild and bizarre at first. She recalls experiencing them up to 15 years prior to being formerly diagnosed. Her husband also participates in the program for support.

Along with approximately 25 others from the community, the 3 of us watched several individuals demonstrate the workout that Gord developed for them.

We were impressed! We laughed at ourselves knowing that we would have a difficult time doing many of the exercises.

In Solidarity,

Carole Boileau
Financial Officer





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Why Rock Steady?

Rock Steady Boxing gives people with Parkinson's disease hope by improving their quality of life through a non-contact boxing-based fitness curriculum.

In our gym, exercises are largely adapted from boxing drills. Boxers condition for optimal agility, speed, muscular endurance, accuracy, hand-eye coordination, footwork, and overall strength to defend against and overcome opponents. At RSB, Parkinson's disease is the opponent. Exercises vary in purpose and form but share one common trait: they are rigorous and intended to extend the perceived capabilities of the participant.

Parkinson's causes a loss in many of the same elements that boxers' condition to improve. And published medical research has shown that forced, intense exercise can reduce, reverse, and delay Parkinson's symptoms. We also know that a diversity of symptoms needs to be addressed simultaneously.

In comparison with other sports, boxing is the most physically demanding styles of training, according to a study conducted by ESPN and by people who have done it! But in addition to being an intense, diverse form of training, boxing is also an incredible stress reliever, confidence booster and FUN!"

<https://www.rocksteadyboxing.org/parkinsons-boxing-classes/>

Top Glove Boxing Academy is located at 147 Lorne Street in Sudbury, Ontario. Classes run Tuesday's and Thursday's from 10:00am to 11:00am. Classes are offered in person. It is recommended that your corner person/care giver join you for class.

A community supported program by Mine Mill Local 598 Unifor

to Fight Back against Parkinson's Disease

**Rock Steady Boxing Sudbury
(A noncontact class)**

Tuesdays and Thursdays mornings at 10:00 am

*** you must have Parkinson's to join this class***

**Call: Gord Apolloni for more information
+1 (705) 805-2699**



MINE MILL 598 MEMBERS CHRISTMAS GALA



* Caruso Club Upper Hall
December 16, 2022 • 7pm

Tickets \$20 each- includes Door Prize entry,
1 Drink Ticket and Appetizers

Available at the Union Hall, and from Union Reps



Semi-Formal
Penny Table
50/50 Draw
Photo Booth
Live DJ
Cash Bar



Limited number of tickets available, so don't wait!



MINE MILL CHILDRENS CHRISTMAS PARTY

DECEMBER 10TH, 2022

SCIENCE NORTH

Watch for further details!!!



GLENCORE

EXPLORE Kivi Park

In partnership with Kivi Park, and aligned with Sudbury INO Wellness initiatives, we now have complimentary individual and family day passes available for our employees.



Fill in the online form [here](#) (for those who have online access) and simply choose your preferred date to reserve the time. Employees can also call the site representatives below to obtain free passes:



- NRS - Lianne Marshall, #4349
- Fraser - Kelley Pileggi, #6261
- Strathcona Mill - Bonnie Beer, #6400
- Smelter - Kelsey Bastien, #3152
- Other sites - Danielle Stewart, #3151



Limited free passes are available throughout the year for Glencore Sudbury INO employees only; first come - first served while passes are available.

ABOUT KIVI PARK

Kivi Park is a unique not-for-profit facility offering over 480 acres of land to be explored and enjoyed in Greater Sudbury. The 55.7km trail network is expertly maintained year-round for activities like hiking, mountain biking, fat biking, snowshoeing, and both classic cross-country skiing and skate skiing. The park can be explored by water at Crowley Lake where canoe, kayak, and stand up paddle board rentals are available. The magic of Kivi at night is found at Nina's Way skate path, a lit-up winding path through Kivi's forest.



This year we will be working with the Sudbury District Labour Council's Women's Committee to collaborate on "Pack a Bag", let me know if anyone is interested in donating products so we can keep a bin of supplies.

Melissa Wood
705-662.8506

PACK A BAG CAMPAIGN 2022



The Women's Committee of the Sudbury & District Labour Council is packing purses and bags for people in need in our community.

Donations will be accepted until December 2, 2022.

Packed bags will be distributed in mid-December.

What's needed: *purses, bags, backpacks, menstrual & hygiene products, hats, mitts, gloves, scarves, other items* - for ALL genders.

The bags and purses will be distributed to various agencies, including:

- Sudbury Women's Centre
- Better Beginnings Better Futures
- The Samaritan Centre
- Laurentian Child & Family Services



CONTACT US AT sdlc@persona.ca or 705-918-4860 to arrange donation pick up or drop off.

Preferred Pricing For Mine Mill Local 598/Unifor Members



Dear Unifor Local 598 members,

Did you know that as a member of Unifor Local 598, you are eligible for Preferred Customer Pricing with Doyle Dodge Chrysler Jeep RAM? Doyle Dodge Chrysler Jeep RAM is rewarding all members/retirees of Unifor Local 598 the opportunity to purchase or lease a select, new 2022, or 2023 model year Chrysler, Jeep®, Dodge, or RAM vehicle at Preferred Pricing (good through January 4th, 2024.)

This offer is a great savings opportunity for eligible members, and is over and above current retail incentives available at the time of sale. Contact Dave Mitchell at dave@doyledodge.com for complete program details and to build and price our latest vehicles and instantly see the great savings*!

There are many reasons to celebrate your enrollment into the exclusive Doyle Dodge Chrysler Jeep RAM Preferred program!

- Preferred pricing on any eligible new 2022 or 2023 vehicles
- Two complimentary oil changes with every vehicle purchase
- 3 years of complimentary Tire Guard Warranty with every vehicle purchase
- Free trade in appraisals and top dollar trade in values
- Full tank of gas in every vehicle purchased
- Discounted Mopar OEM accessories and tire packages through Doyle Customs
- Up to \$500.00 discount on eligible warranty and insurance products purchased

How the program works:

1. Be able to provide proof of current Unifor Local 598 membership (or pension statement for retiree)
2. Contact Dave Mitchell at dave@doyledodge.com or by calling or texting 705-618-3621
3. Bring your proof of union membership to Doyle Dodge Chrysler Jeep RAM to receive the exclusive Preferred Pricing discount (i.e. photocopy of badge ID, paystub, letter of membership, pension statement)

Once the union membership has been verified, the member/retiree can choose from any eligible**, new 2022 or 2023 model year Chrysler, Jeep, Dodge, or RAM vehicle.

If you have any questions, please contact Dave Mitchell at 705-618-3621 or dave@doyledodge.com

Sincerely,

Dave Mitchell

Sales Professional

Doyle Dodge Chrysler Jeep RAM

2555 Regent St., Sudbury, ON. P3E 5H6



DOYLE

*Employees/Members should contact Doyle Dodge for specific pricing details. Jeep® is a registered trademark of FCA US LLC used under license by FCA Canada Inc. **Some vehicles are excluded from this program. [1] For More Information visit <https://www.motortrend.com/news/ram-heavy-duty-pickup-2020-truck-of-the-year/> [2] Based on the latest available competitive information for minivans in the WardsAuto Small Van segment. Excludes other vehicles designed and manufactured by FCA US LLC. [3] Jeep Grand Cherokee has received more awards over its lifetime than any other SUV. [4] Based on IHS Markit Automotive Canadian New Vehicle Total Registrations 2012 to 2016 and CYTD August 2018 in all Brands, SUV segments and all 4x4/AWD models. [5] Based on WardsAuto Middle Cross Utility segmentation. Best-in-Class capability based on Jeep Cherokee offering 2 speed power transfer unit (PTU) with rear locking axle, exclusive Jeep Selec-Terrain with 5 settings (including rock), and Industry first: fully disconnecting drive-line, Best-in-Class towing (excluding 7-8 passenger vehicles), approach angle, departure angle, ramp breakover angle.

Free Mortgage Advice

Greetings Brothers and Sisters

I hope everyone is well and enjoying your summer without COVID.

I wanted to send out an email to all union members to help in anyway I can in today's turbulent mortgage environment.

You might have heard that on September 7th the Bank of Canada will again raise their interest rate. Some predictions are that it will increase by another .75% which will increase the prime rate for banks from the current 4.70% to 5.45%. As in my previous emails, the big bank's prime rates directly follow the increases of the Bank of Canada. Unlike the fixed rates which follow the Bond market, which current are holding steady where they are. This being said, the next increase by the Bank of Canada will see the interest rate for variable rate mortgages creeping up too and with some Lenders exceeding their fixed rate interest rates. In addition, for those in a variable interest rate/ fixed payment mortgages, this next Bank of Canada increase will see the trigger point for most banks reached (this where payments made no longer covers the interest payments on their mortgages or only pays for the interest on the mortgage and not the principle), also known as negative amortization, being reached. Banks will now be looking for adjustments in the form of lump aum payments and/or increase monthly payments to rectify the shortfalls.

I know many members are getting very nervous where all of this is going and are concerned what the future holds for them. Will they be able to afford to keep their homes under new monthly mortgage payments? How are all these changes going to effect me and my family's monthly budget? Who can I find to help me and give me some guidance? I want to ensure members their are solutions and they should seek out a mortgage broker/agent to educate, discuss and help you establish a financial plan so you will be ready when your current mortgage needs to be renewed, refinanced or explore whether now is the time to move from a variable rate mortgage to a fixed rate mortgage.

I recently came across this article about mortgages in the Globe and Mail which is very informative. It certainly is worth taking the time to read to better understand many aspects of mortgages, financing and the difference between what the Bank can do for you and the benefits of using a mortgage broker/agent to plan your future mortgage needs. I strongly urge members to take fifteen minutes and read this article to get informed. As you will read a mortgage agent works for you, not a specific bank. As a mortgage Agent with Pineapple, I have access to 25 different "A" lenders (some who are provincially regulated and do not need to apply the stress test), 14 different "B" lenders and a number of private lenders to find you the best financial solution for your circumstance. One thing I have learned is that many home buyers and current home owners don't use mortgage brokers/agents. That many view mortgage brokerages as private lending institutions that you go to only if you need to, but that is the furthest from the truth. We actually provide financial advice to you and shop amongst numerous well established lenders to find the best rates and best conditions based on your financial needs and what you want. Our consultations are free and our fees are generally paid by the lenders we secure loans through. So there really is no negative when it comes to reaching out to a mortgage agent, such as myself, to educate and explore solutions to your future mortgage needs.

I got into the mortgage agent business to help members like you and to do my best to navigate you through any potential hardship members like you might endure without an advocate like me looking out for you and only you.

If you want to talk I'm here for you. My consultations are **free and confidential** and I look forward to helping you.

You owe it to yourself to read this article and get educated.

<https://globalnews.ca/news/9092794/mortgage-broker-questions-interest-rate/>

Take care and most of all stay safe Brothers and Sister.

Fred Bond

My contact information is;

Fred Bond, Mortgage Agent Pineapple Financial,

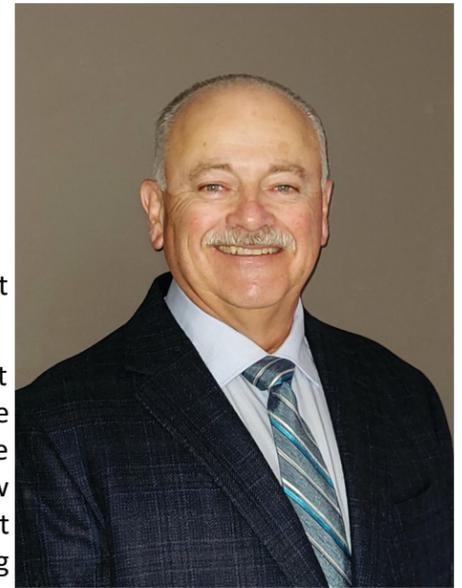
Sudbury, Ontario

M22001425

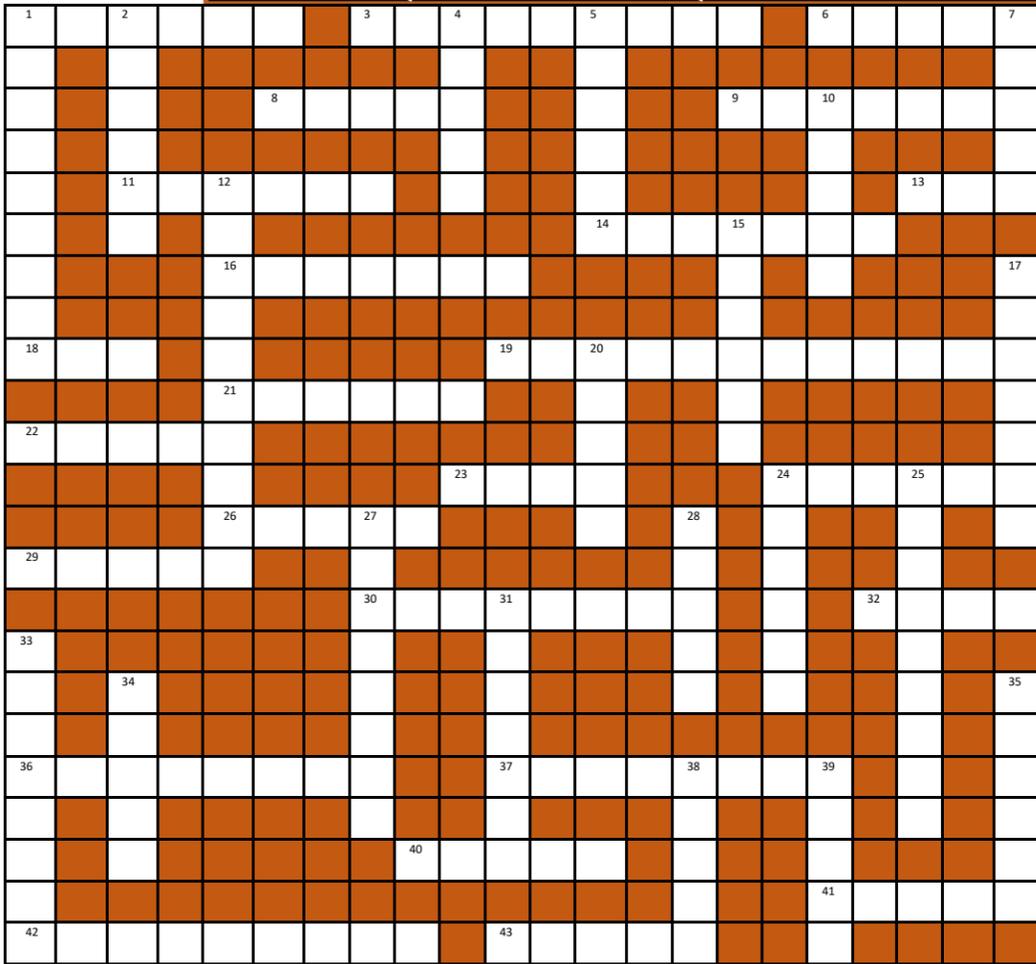
Email: fredbond@gopineapple.com

Cell: 705-665-4490

Website: <https://gopineapple.ca/fredbond>



HAPPY HALLOWE'EN



ACROSS

- 1. Another word for freaky
- 3. On October 31st
- 6. Casper
- 8. Red liquid
- 9. What to wear?
- 11. Ghosts and _____
- 13. What kids do with candy
- 14. Count _____
- 16. Month
- 18. Head gear
- 19. Man-made man
- 21. Found in cob web
- 22. _____ nothin's
- 23. Shrek
- 24. Jack Sparrow
- 26. Treat
- 29. Electrical
- 30. Bones
- 32. Scared
- 36. Fiona

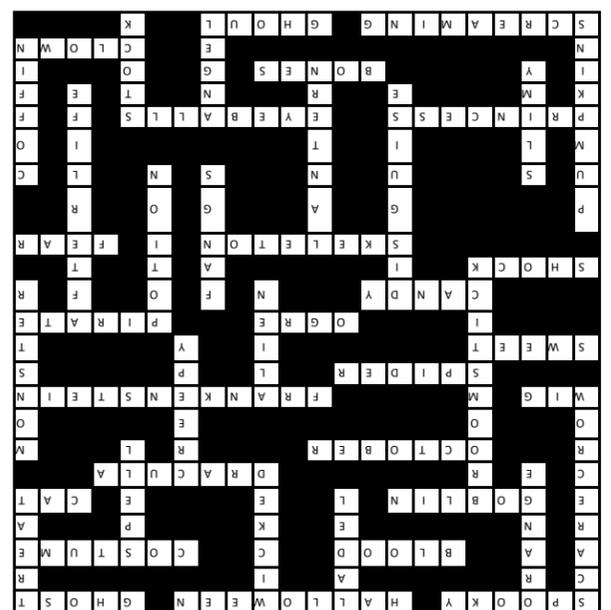
- 37. Round body part
- 40. Skeleton
- 41. Seen at a circus
- 42. Haunting sound
- 43. Spirit—ghost—phantom

DOWN

- 1. Made of straw
- 2. Colour
- 4. Tool to stir
- 5. Sinful
- 7. Goodies
- 10. Cranium
- 12. Witch's ride
- 15. Spine-chilling
- 17. Lochness
- 20. Being from another planet
- 24. Magic brew
- 25. Post death
- 27. Camouflage
- 28. Incisors
- 31. Light source
- 33. Grown above ground
- 34. Goopy
- 35. Mummy's home
- 38. Spiritual messenger
- 39. Collection



Puzzle Solution



UNIFOR EDUCATION
September—December 2022

UNIFOR Education
UNIFOR – Service de l'éducation



Education PEL Schedule - Port Elgin
September-December 2022

September 18 - 23, 2022 **Registration Deadline: August 5, 2022**
 Amy - [Collective Bargaining](#)
 Amy - [Conflict Resolution](#)
 Florance - [Grievance Handling & Workplace Leadership](#)
 Amy - [Turtle Island: A First Peoples Awareness for Union Activists and Leaders](#)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): August 5/22

September 25 - 30, 2022 **Registration Deadline: August 12, 2022**
 Florance - [Human Rights](#)
 Amy - [Local Executive Board Training \(LUEB\)](#) (Pre-requisite: must currently hold an elected or appointed position on your Local Union Executive Board (President, VP, Fin. Sec., Rec. Sec., Trustee, Sergeant-at-Arms, Guide, Retired Workers Chapter, Member at Large (if they have a vote)
 Amy - [Worker Referral Assistance Program \(WRAP\) - Level 2](#) (Pre-requisite: WRAP Level 1)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): August 12/22

October 16 - 21, 2022 **Registration Deadline: September 2, 2022**
 Amy - [Women Activists](#)
 Madison - [Women's Advocate 3 Day Update Training](#)
 Madison - [Women's Advocate Basic Training 40 hr](#) (**Bargained Advocates Only – Call for enrolment and application**)
 Florance - [Women in Collective Bargaining](#)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): September 2/22
 ***Teen Program Deadline (13-16 years): September 2/22

October 30 - November 4, 2022 **Registration Deadline: September 16, 2022**
 Amy - [Arbitration for Leadership](#) (Pre-requisite: 40h Grievance Handling & Workplace Leadership)
 Amy - [Conflict Resolution](#)
 Florance - [Grievance Handling & Workplace Leadership](#)
 Florance - [Human Rights](#)
 Madison - [Racial Justice Advocate Training 40 hr](#) (**Bargained Advocates Only – Call for enrollment and application**)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): September 16/22

November 13 - 18, 2022 **Registration Deadline: September 30, 2022**
 Florance - [Collective Bargaining](#)
 Amy - [Conflict Resolution](#)
 Amy - [Health & Safety](#)
 Madison - [Human Rights](#)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): September 30/22

November 20 - 25, 2022 **Registration Deadline: October 7, 2022**
 Amy - [Collective Bargaining](#)
 Madison - [Grievance Handling & Workplace Leadership](#)
 Madison - [Intro to WSIB: Compensation for Ontario Workers](#)
 Amy - [Local Executive Board Training \(LUEB\)](#) (Pre-requisite: must currently hold an elected or appointed position on your Local Union Executive Board (President, VP, Fin. Sec., Rec. Sec., Trustee, Sergeant-at-Arms, Guide, Retired Workers Chapter, Member at Large (if they have a vote)
 Florance - [Stress: The Workplace Hazard](#)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): October 7/22

November 27 – December 2, 2022 **Registration Deadline: October 14, 2022**
 Amy - [Arbitration for Leadership](#) (Pre-requisite: 40h Grievance Handling & Workplace Leadership)
 Amy - [Conflict Resolution](#)
 Florance - [Health & Safety](#)
 Madison - [Human Rights](#)
 Madison - [WSIB Appeals \(Workplace Safety & Insurance Board ON Only\)](#) (Pre-requisite: Compensation for Ontario Workers)

December 4 - 9, 2022 **Registration Deadline: October 21, 2022**
 Amy - [Collective Bargaining](#)
 Florance - [Grievance Handling & Workplace Leadership](#)
 Madison - [Stress: The Workplace Hazard](#)
ONSITE CHILDCARE ***Child care registration Deadline (0-12 years): October 21/22



LOCAL UNION COMMITTEES

NOTICE OF VOTE

We are now accepting nominations for all COMMITTEES listed below. If you are interested in joining one, or more of these committees, please contact the Union Office to obtain a nomination form.

All submissions must be received by the Office no later than 4:00pm November 9th, 2022.

Constitution and By-Laws
 Environment
 Good & Welfare/Community Services
 Women's Committee
 LGBTQ Workers
 Black, Indigenous & Workers' of Colour
 Workers with Disabilities
 Newsletter & Social Media
 Workers Memorial Day

Education
 Recreation
 Human Rights
 Elections
 Political Action
 Young Workers
 Health & Safety
 Campground
 Property & Trust



LGBTQ COMMITTEE

Sisters & Brothers,

For starters, a goal is to have more folks on this committee as I know there may be some interest. We started off our year by having Rita O'Link and her organization which is called Transformative Services come to our Steward Quarterly and Health & Safety Quarterly. She spoke to us on a variety of issues including the definitions of Trans/Woman/Man, Non-Binary, Lesbian and Gay just for starters, she spoke what it was like through her lived experience and what we can do to be an ally and to respectfully assist those through the Human Rights Code.

During this time we also made Rita and Transformative Services an Honorary member and I was hoping to get some members supplied with some pride t-shirts but there was none available. We are hoping to create our own. In preparation for some events, Carole Boileau and myself went and picked up several rainbow bags at Ikea. We were also able to get some stickers and vinyl for some of our members and for businesses. Pictured here is the sticker and if anyone would like some, please feel free to let me know, as well if you have any ideas moving forward with this committee.

Melissa Wood
 Carole Boileau



Sudbury Mine, Mill & Smelter Workers' Union, Local 598/Unifor
LEADERSHIP LIST

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President	Eric Boulay	eric.boulay@minemill598.com
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CONVENTION	VACANT	
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CONVENTION	Melissa Wood	wood.melissa@hotmail.com
CONVENTION	Cheri Deguire	cheri.deguire@hotmail.com

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Steward	VACANT	
Bonus Steward	Chuck Lloyd	tazz__@hotmail.com
Bonus Steward	Ivan Timchuk	
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Health & Safety Rep	VACANT	
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Skilled Trades	Eric Renaud	



Sudbury Mine, Mill & Smelter Workers' Union, Local 598/Unifor
LEADERSHIP LIST

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 Health & Safety Rep VACANT

ST. JOSEPH'S VILLA

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 Health & Safety Heather Doyle piglet1284@hotmail.com
 Health & Safety VACANT

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 Steward VACANT
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 Health & Safety VACANT

VILLA ST. GABRIEL VILLA

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 Health & Safety VACANT

WALFORD ON THE PARK

Unit Chair VACANT
 Steward/Bargaining VACANT
 Health & Safety Co-Chair VACANT

UNION MEETINGS

UNIT CHAIR	EXECUTIVE BOARD & MEMBERSHIP	STEWARDS QUARTERLY	CHIEF STEWARDS	CO-CHAIRS (Glencore)
October 3, 2022	October 12, 2022	December 9, 2022	October 5 & 19, 2022	October 21, 2022
November 7, 2022	November 9, 2022	STEWARDS QUARTERLY	November 3 & 15, 2022	November 18, 2022
December 5, 2022	December 7th, 2022 / December 14, 2022	December 9, 2022	December 1 & 19, 2022	December 2, 2022

