



COPPER PRICE BONUS, WHAT IS IT?

July 8, 2021

Dear Brothers and Sisters:

As we await the Supreme Court decision on Newcrest's appeal attempt to take away your right to belong to the United Steelworkers Local 1-1937, we want to take the time to advise members of some of the benefits that the appeal is attempting to take away. We also want to remind you that we are confident that their appeal will ultimately be denied.

While there are many examples of why being a USW Local 1-1937 member is beneficial, some of the biggest are due to our ability to negotiate improvements in your overall wages and benefits for your labour.

One of those desired improvements is most likely having a Copper Price Bonus (or other minerals), so members can share in the price increases in the minerals they mine.

USW Local 7619 at Highland Valley Copper (HVC) near Kamloops has negotiated such a bonus which its members benefit from on a regular basis.

What is a Copper Price Bonus?

At HVC during the term of the agreement, a bonus is payable quarterly based upon the average price of copper using the London Metal Exchange settlement quotation for copper, converted to Canadian dollars. Based on the average price of copper in Canadian dollars in the measurement quarter, bonus payments, calculated as a percentage, increase to the base rate, would be payable in the next quarter according to the following schedule: \$3.20 or greater, 6%; \$3.10 or greater, 5%; \$3.00 or greater, 4%; \$2.90 or greater, 3%; \$2.80 or greater, 2%; \$2.70 or greater, 1%. In HVC's case, any funds payable under this plan are allocated to the purchase of improved pension benefits for members.

Bonuses such as this one, do not happen when you do not have the right to collectively bargain, which is one of the reasons we believe that Newcrest is working so hard to try and take away the right of the Red Chris crew to negotiate as one through their Union.

Once we hear from the courts that we are free to proceed with collective bargaining, we will be immediately sending you an electronic poll so we may determine exactly what the crew wants to achieve in wages, benefit improvements, job security, safety terms, tech change and other items vital to you and your family's future.

Please share this bulletin with your co-workers and within your workplace.