



September 29, 2021

USW BARGAINING PROCESS SET TO PROCEED FOLLOWING SUPREME COURT REJECTION OF NEWCREST APPEAL

Dear Brothers and Sisters:

At long last the Supreme Court of Canada has dismissed Newcrest's last attempt to remove your right to belong to the United Steelworkers (USW) Local 1-1937 and the 240,000 other USW members in Canada who benefit from belonging to our Union.

With the Court's decision yesterday, the United Steelworkers will finally be able to move forward and demonstrate to you the many benefits of being a Union member. It has been a long wait, but we are confident we will help you achieve the workplace wages, benefits, and job security you deserve.

From the start the USW believed Newcrest was aware their last appeal would not succeed. We strongly believe they appealed so they could frustrate the bargaining process by delaying and sowing seeds of doubt amongst some employees.

The USW fully understands that there are those members who believe the Union will not benefit them. The vast majority of times this is due to something they heard and not an actual bad experience with a Union. We ask those members to give the Union the opportunity to prove its worth. For instance, in corresponding with a member at Red Chris who was concerned with paying Union dues, we point out that no members pay dues until a collective agreement is negotiated and ratified. We advised the member that we have never had a case where the benefits negotiated within a collective agreement didn't significantly outweigh the cost of dues, once an agreement is in place.

Additionally, many people do not know that Union dues are tax deductible.

When an employer fights as hard and spends as much as Newcrest has, to try and avoid negotiations with our Union, please ask yourself if they are doing that for your benefit or for themselves. As already noted, Newcrest is aware that it is fully expected that Red Chris employees will gain financially, as well as gain in job protection by negotiating a

collective agreement. The fact is they want to have the final say on all matters and they don't want you to gain rights in the workplace. If you were to remain non-union, Newcrest would always have the upper hand when dealing with you one on one. By uniting and working as a collective group within your Union, your strength at the bargaining table is something that Newcrest fears, as they do not wish to share fairly in the wealth you as employees create for them. The old adage remains true. There is strength in numbers.

It is clearly in the best interests of all employees to allow the Union to assist you in achieving better conditions on the job through a collective agreement. If Unions didn't work to the benefit of their members, we wouldn't have Unions today. The fact is they do and the USW Local 1-1937 is right at the top when it comes to Unions that best represent its members.

Members have had ample opportunity to see what Newcrest can do for them. Now is the time to see what the USW Local 1-1937 can do for you. We are confident, given the opportunity, you will agree.

In Solidarity,

Brian Butler
President



LOCAL 1-1937

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