



2022 Red Chris Mine Bargaining

USW LOCAL 1-1937 UPDATE

BARGAINING UPDATE #10 – April 8, 2022

Dear Brothers and Sisters,

Your Bargaining Committee held six (6) bargaining meetings with Newcrest over the past two weeks and have made some progress by gaining agreement under a number of articles under our proposed collective agreement. These articles while important and necessary in order to reach a collective agreement, are not the key issues that Newcrest has been reluctant to respond to in a significant way.

The key bargaining issues that remain outstanding are as follows:

Job Security Issues

Important contract provisions do not always include those that directly relate to what you earn. The language in these three articles, however, are as important as earnings:

1. **Technological Change** - Newcrest representatives speaking openly about their priority being the underground work and its potential impact on open pit work; having language to protect members jobs is important. Technological change provisions provide for access to training for new work, if jobs are lost through technological change and the language ensures the ability to receive compensation if there is no new job to train on. As well as provisions to have wages reduces over a period of time if the workers are set back to a lower rated job through tech change.
2. **Contracting Out** language is needed to protect your existing job and work from being filled by a contractor. Without some protection from contracting out members jobs can be eliminated. We are proposing that language be agreed upon that assures that the company cannot contract out your job and that bargaining unit jobs be filled by bargaining unit employees.
3. **Severance Pay** language, is required so that someone who spends years working for the employer cannot be let go without paying severance that is in line with that employees' years of service to the Company. Right now, Newcrest pays employment standards levels of severance that does not recognize all of a members' years of service.

The bottom line with language issues such as those above, is that if you don't have a job, wages, and other matters take a back seat.

Wages, Premiums, RRSP, Benefits, Vacation Pay and Stat Holidays

Newcrest, as noted in the previous bargaining update is taking the position that the operation is not profitable because they are spending money investing in the operation. They know that this is just smoke and mirrors and we all know that to make money you have to spend money and that also includes properly compensating your workforce. Losing workers to other sites that pay the industry standards is becoming all the more common at Red Chris.

Newcrest's response to your Wage, Premiums, RRSP, Benefits, Vacation Pay, and Statutory Holiday proposals have been so low, that we advised that they should be embarrassed to even propose them. Noted below is Newcrest vs USW proposals:

Wages: (3.5% over 5 years - no retroactive) vs (14.5% over 2 years & retroactive)

Premiums: (no increases) vs (adding a \$2 night shift premium and improving many other premiums)

Tool Allowances: (no in monthly premium) vs (having a \$1.50 per hour tool allowance and tools replaced when broken or lost)

RRSP: (.25% increase in company contribution) vs (adding a 1% increase and the option of not locking in funds)

Benefits: (no benefit increases) vs (improvements to a wide range of benefits)

Vacations and Statutory Holidays: After rejecting our proposal to add Truth and Reconciliation Day to the list of paid stat holidays Newcrest later proposed to add Truth and Reconciliation Day only if the crew reduce the triple time and one-half they are paid for working on a stat to double time. This was rejected immediately. Newcrest is offering no change in vacation pay vs the USW is seeking vacation pay improvements and adding one stat and two floating stat holidays.

Camp Conditions: Newcrest offers no Camp Condition improvements vs the USW has proposed a number of improvements including: New Camp or additions to the camp and have to include jack and jill or private bathrooms; more frequent room cleaning; mini fridges installed in rooms; open WIFI; better lunch options.

By all of their responses, Newcrest is clearly signalling that they do not want to bring their employees up to industry standards or agree to job security measures. This is from a Company that has told its crew that they want to be the best and industry leaders. If their no advancement approach continues, they may face further labour shortages as employees move to the oil sands and other industries to earn higher wages and better working conditions. Compensating workers fairly can prevent that attrition, but it takes both parties to be realistic in their approach.

Rest assured that the USW Bargaining Committee will do its best to negotiate a fair agreement for all members through direct bargaining with Newcrest and a ratification vote amongst USW members or by having the issue determined through a binding mediated process at BC Labour Relations Board, the terms of which would be uncertain for both parties.

Tahltan First Nations

Since the start of bargaining, Newcrest has refused to respond to certain language issues such as Harassment and Discrimination, Training, Posting, Contracting Out, which has delayed bargaining, because they say they need Tahltan representatives to take part in the discussion. They have simply marked Articles with a comment noting “discuss with Tahltan”.

The Union has been very open about our willingness to work with the Tahltan on areas of concern but we had not, until this past week, been advised when that can take place. We have now scheduled to meet with Tahltan representatives on May 11th.

This past week after previously receiving a heavily redacted copy of the Interest Benefit Co-Management Agreement (IBCA) between Newcrest and the Tahltan Nation, the Union made revisions to its proposals to address issues within the IBCA. Those include provision for preferential hiring for Tahltan and associate members and advancement in training, postings, and apprenticeships.

The Committee also wishes to note that when we first tabled our proposals with Newcrest, we included clear language on the issue of Harassment and Discrimination which is also noted as important to the Tahltan in the IBCA.

We hope that our meeting on May 11th takes place and that we are able to assure the Tahltan that our agreement with Newcrest will have provisions that give them a level of comfort that Tahltan members are treated with respect and that they should have no concerns. After all, improving job security, safety and overall wages and benefits is something that benefits all workers including those connected to the Tahltan Nation.

While we want to continue bargaining this month, Newcrest has not agreed to further dates until the 8 dates we have in May starting on May 11th when we meet with Tahltan representatives. We will continue to keep you updated on issues as they arise and we want to hear from you when you have questions.

In solidarity,

Your USW Bargaining Committee



Brian Butler – President, USW Local 1-1937

Phone: (250)746-6131 Fax: 250-746-1012

USW Local 1-1937 Offices: Duncan, Port Alberni, Courtenay, Port McNeill, and Burnaby

Website: www.usw1-1937.ca

|

Facebook: [usw1-1937](https://www.facebook.com/usw1-1937)