



2022 Red Chris Mine Bargaining

USW LOCAL 1-1937 UPDATE

BARGAINING UPDATE #12 – May 13, 2022

UPDATE ON COLLECTIVE BARGAINING

Dear Brothers and Sisters,

Your bargaining committee is fully aware that the bargaining process has been long. We want to assure the members that it is not unusual for bargaining a first collective agreement to take more time than bargaining the renewal of a collective agreement.

That being said, Newcrest has been significantly delaying the process by not agreeing to more bargaining dates and not agreeing to meet face to face for bargaining monetary issues. While the parties agreed during the height of the pandemic to conduct bargaining by video conference, we are at a time when we believe meeting face to face would be safe and more likely to reach an agreement.

We have a standing invitation to Newcrest's bargaining committee to meet in person in Vancouver.

We want you to know that the vast majority of non-monetary issues are now agreed upon, but nearly all monetary issues remain outstanding.

We have several options with which to move bargaining forward and we will be sending each of you an online poll question to seek your input and preferences in the approach to bargaining. Your bargaining committee knows which option we believe is the best course, but we want to hear from you.

Expect to receive the poll question early next week.

Meeting with Tahltan Central Government (TCG) Representatives

On May 11, we finally had the opportunity to meet with Tahltan representatives. The Union has reached out to the TCG on a number of occasions over the years leading up to the final ruling on certification, in order to meet and let the TCG know that they have nothing to fear in the Union. Our Union is fully supportive of reconciliation with all First Nations.

We didn't receive any response to our request to meet with the TCG until Newcrest advised in December 2021, that they would arrange a meeting early in the new year. We inquired with Newcrest each month about when we would be having a meeting and it was ultimately held earlier this week on May 11th.

At the meeting, we made clear that we support addressing the important issues that the TCG raised regarding their Impact Benefit Co-Management Agreement (IBCA) with Newcrest.

The TCG asked the Union to agree on having the IBCA between themselves and Newcrest supersede your collective agreement, but we feel that approach would create division rather than a collaborative approach to addressing the many issues that we support. To date, we have made proposals to Newcrest that address important issues raised by the TCG, including those regarding discrimination, indigenous leave of absences, preferential hiring and preferential training, postings, apprenticeships and contracting for Tahltan businesses.

We also noted in our meeting that by the Union seeking to improve wages, benefits, workers' rights, job security and working conditions, through a collective agreement, it seeks to benefit all workers, including indigenous workers. In doing so, we seek to work as one so that every worker is properly compensated and treated with respect for the work they perform.

We look forward to your comments or questions.

In solidarity,

Your USW Bargaining Committee

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