



# 2022 Red Chris Mine Bargaining

## USW LOCAL 1-1937 UPDATE

**BARGAINING UPDATE #21 – October 28, 2022**

### **NEWCREST REJECTS MEDIATOR'S FAIR RECOMMENDATIONS, WHATS NEXT?**

Dear Brothers and Sisters,

Yesterday, Newcrest rejected the Mediator's recommended terms of a settlement. Even though the recommendations are fair compensation, considering the positions of the parties, Newcrest continues to claim that the mine is not profitable, even though as a publicly traded company, their exploration results and financials tell a very different and profitable story.

Right from the outset of bargaining, Newcrest has repeatedly delayed bargaining first by not agreeing to very many bargaining dates and by taking from November 2, 2021, to March 2022, before even tabling its response to our monetary proposals, among other delays.

By August 2022, with roughly 6 monetary items left outstanding, the parties agreed to have the Mediator make recommendations. Both parties made submissions to the Mediator to support their position and the Mediator considered those positions and made his fair recommendations based on what he witnessed in mediation and what he had learned from the parties through their submissions and his discussions with them.

We believe that by Newcrest rejecting the recommendations, they are just delaying the process unnecessarily, once again. Newcrest is fully aware the parties are unable to resolve the outstanding monetary issues, yet they stated today they want to return to the bargaining table. **Why would Newcrest suggest more bargaining?**

In their response to the Mediator's report, Newcrest referred to the option of a strike or lockout numerous times as a method that can be utilized to complete the collective agreement. After 34 bargaining dates, mediation and an agreed impasse, Newcrest feels it can prolong the process further (withholding needed increases and many other improvements) by disregarding the Mediator's report.

We can tell you that if Newcrest was able to succeed in convincing the LRB to put the parties back at the bargaining table, they would not revise their positions on the outstanding issues. We believe they simply want to force a Strike or Lock Out situation.

**USW members voted overwhelmingly to support the Mediator's recommendations (84%) when voting closed on October 26<sup>th</sup> and the BC LRB was notified of the USW acceptance. Newcrest took 6 weeks to send a letter to the LRB to say "no" on the deadline for submissions.**

It is important for members to know that the Mediator also recommended that:

**"In the event that either of the parties agrees with the recommendations and the other rejects the recommendations or both parties reject the recommendations, arbitration by a single arbitrator under Section 55 (6) (b) (ii) would be appropriate to conclude the terms of the first Collective Agreement."**

The Mediator was clear by his statement that it is appropriate for an arbitrator to hear from the parties and make a binding decision on the outstanding issues to conclude a collective agreement.

After this length of time, we believe it is incumbent on Newcrest to agree to this process as well. They however have chosen to continue to delay this process in their attempt to deny their Unionized employees their first contract and the wages, premiums, benefits, profit sharing and job security they deserve.

**The Union will strongly defend our members' right to have a fair process that does not disrupt the entire workforce to determine the remaining monetary issues. We will be advising the BC LRB that we desire to have a third-party arbitrator hear from both sides and then determine the final outstanding issue through a binding arbitration.**

We apologize once again for the delays in getting a contract in place for you. Newcrest by its actions has once again demonstrated that they do not have the best interests of its employees in mind.

The BC Labour Relations Board after hearing from both parties will determine the appropriate next step in concluding your collective agreement. We will keep you updated as always.

If you have questions, please contact your onsite Bargaining Committee representatives through their contacts below:

Dusty Palmer (Business Agent) Email: [dpalmer@usw1-1937.ca](mailto:dpalmer@usw1-1937.ca) or Phone: 250-710-6768

Troy Krauss – Email: [tmlk@hotmail.com](mailto:tmlk@hotmail.com) or Phone: 604-997-7539

Matt Bergson – Email: [mattbergson1@gmail.com](mailto:mattbergson1@gmail.com) or Phone: 236-550-9970

Donnie McNeil – Email: [wfg.donaldmcneil@gmail.com](mailto:wfg.donaldmcneil@gmail.com) or Phone: 250-550-4789

In solidarity,

Your Bargaining Committee,

Brian Butler, Dusty Palmer, Richard Arnason, Jeff Bromley, Troy Krauss, Donald McNeil, Matt Bergson

---

USW Local 1-1937 Offices: Duncan, Port Alberni, Courtenay, Port McNeill, and Burnaby  
Website: [www.usw1-1937.ca](http://www.usw1-1937.ca)  
Facebook: [usw1-1937](https://www.facebook.com/usw1-1937)

BB/an  
usw1-1937

