



2024 Red Chris Mine

USW LOCAL 1-1937 UPDATE

BULLETIN – FEBRUARY 15, 2024

Dear Sisters and Brothers,

Just a quick update on the various grievances, please keep in mind we cannot share specific details about individual grievances. Since April, we have filed 12 grievances and have settled five of the grievances and seven are in various stages of the grievance procedure.

We have had five terminations, four of which were grieved, and two of the four members have been reinstated thus far.

Please stay diligent in bringing up any violations of the collective bargaining agreement (CBA) as breaches seem to occur daily keeping the shop committee extremely busy in trying to correct them. Some are being resolved through conversation and others through the grievance procedure. I want to thank our stewards for all the hard work that they are doing to uphold the terms of our CBA.

We still have continuous payroll issues but have slowly been gaining some ground on simple problems, the largest being the retro pay and proof of proper taxation is still being worked on and the company is supposed to supply a detailed pay stub and proper breakdown from month to month for the retro pay similar to the way it is laid out on your current pay statement.

The company is very slow to respond to issues and grievances, often using the full 21 days per step to respond as per the terms of our grievance procedure, I feel this is being done intentionally to drive a wedge between the Union and its members. I hope that the membership sees this and understands this is a strategy used by many employers to make it look like the Union is not assisting the membership. We all need to stand strong to push back on anything not being upheld as per our CBA.

Because of these continuing payroll issues that many of you are still experiencing, we suggest that you all follow the grievance procedure outlined in *Article 25* of the Collective Agreement.

When discussing with your leadership team about *any* issue, but specifically payroll, send an email (on a personal account and device) to your direct supervisor and your senior supervisor as a record of the conversation and the issues that you are having. When closing out the email to your supervision team, ensure that you include the below statement.

"Please consider this email the initiation of a Step 1 Grievance as outlined in the Collective Agreement, and the timelines outlined in that agreement will be adhered to."

This will ensure a record of when the conversation took place, and that the grievance process has begun. The Collective Agreement clearly specifies the timelines between each of the steps. In most cases, this timeline is 21 days. This allows time for investigation and remediation if possible. If the timelines lapse without correction, then the grievance is deemed 'abandoned' and the next step as outlined in the Collective Agreement will be incited.

Remember that when having any conversations with leadership about anything in the Collective Agreement, you are allowed to have a Steward present with you, but it is not required. Once the timelines are met and a Step 2 Grievance is incited, a Steward is then required to be involved to fill out and file paperwork with the Union and labour relations representation for Newmont on your behalf.

Your current Shop Stewards are:

Matt Miller – Matt.Miller.USW1.1937@gmail.com

Shaunna Marshall – Shaunna.Marshall.USW1-1937@hotmail.com

Kattia Carrasquilla Perez – Kattia.CP.USW1-1937@outlook.com

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Steve Butt – stephenwilsonbutt@gmail.com

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Donald McNeil - donaldemcneil@gmail.com

In solidarity,

Nolan Paquette, npaquette@usw1-1937.ca

Richard Arnason, rarnason@usw1-1937.ca

*****IF YOU ARE INTERESTED IN JOINING THE SHOP COMMITTEE, PLEASE EMAIL NOLAN PAQUETTE*****