



# 2022 Red Chris Mine Bargaining

## USW LOCAL 1-1937 UPDATE

**BARGAINING UPDATE #11 – April 25, 2022**

### THE PROPOSED COPPER BONUS

**Dear Brothers and Sisters,**

When trying to get Newcrest to compensate workers fairly, one way of doing that is to have a bonus system based on the price of metals. When metal prices are high (as they are now) the company shares in those profits with their employees, the improved profits and payments are calculated quarterly. To be clear, it could be any metal that is used in the bonus system, as it is calculated based on a set base price and then recognizing the daily price changes of the metal.

Our proposed **Copper Bonus**, which is based on the successful bonus system at Highland Valley Copper (HVC), where Teck pays members quarterly based on a formula tied to the price of copper. The only difference with our proposal from that of Highland Valley is that the quarterly bonus payments we have proposed, are paid evenly and quarterly to each member, instead of the members pension plan as at HVC.

**On average the HVC bonus system has paid each HVC worker close to \$5500 per year for each of the last three (3) years. That is \$16,500 that Newcrest is not paying to you and keeping for themselves. While at the same time, Newcrest is not paying equivalent wages either. Combined, Newcrest employees are significantly behind other comparable mines and employers with comparable jobs.**

To date Newcrest has declined to agree upon our bonus system proposal but we will continue to press for a comparable compensation system for Newcrest members.

**Newcrest knows that other employers pay better wages and have bonus systems, but they are losing employees to employers who are willing to fairly compensate them (other mines, oil sands, LNG pipeline to name just a few).**

Newcrest has told employees when they bought majority ownership, that they want the company to be the biggest and the best. Since then, they have had the opportunity to show their employees what they mean to them. When they tabled a wage proposal that would embarrass a non-profit organization, they demonstrated they do not want to recognize the work of their employees.

Its not too late for Newcrest to get serious about fairly compensating their employees as we are still at the bargaining table but our May meetings with them should be a clear indicator.

**In solidarity,**

**Your USW Bargaining Committee**

BB/jm  
usw1-1937

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