



2022 Red Chris Mine Bargaining

USW LOCAL 1-1937 UPDATE

BARGAINING UPDATE #9 – March 29, 2022

Brothers and Sisters,

As you know we have been repeatedly asking Newcrest to table their wage proposal for over six weeks. On March 7th, your Bargaining Committee advised Newcrest that if they did not table a proposal on wages prior to the next meeting on March 28th, we would be forced to make an application to the BC Labour Relations Board over bad faith bargaining for their continued refusal to provide one.

After reminding them on March 21st, they finally committed to providing their wage proposal on March 24th. When it did not arrive on that date, the Union committed to make our BC LRB application. It was only then that the Company complied by providing their wage proposal on March 26th.

Newcrest bargaining representatives have claimed that there was a lot of work done in making their wage proposal, but after all of their delays over the past six plus weeks, their offer clearly demonstrated that either not much thought was put into it, or they were simply trying to stall the bargaining process with delays.

Newcrest wage proposal is for 3.5% over 5 years (0.5%, 0.5%, 0.75%, 0.75%, 1%).

USW wage proposal is for 15% over 2 years (7.5% per year).

The Committee advised Newcrest that their wage offer is out of touch with reality, including industry standards and is viewed as an insult to the hard work of our members. A 15% increase is what is required to get our members in line with other mines and comparable jobs across the industry.

Their lowball offer clearly demonstrates that they do not value their workforce or are simply trying to stall bargaining. General Manager, Jon Gaunt, stated that while Newcrest is a profitable company as a whole, the Red Chris mine itself “makes no money”.

We believe this statement to be far from reality and clearly different from what is being reported to members in workplace meetings.

There is an obvious large gap between our proposal; our proposal is rooted in the current rates within the industry and theirs rooted in an employer wanting to continue underpaying its employees, in comparison to industry standards.

Newcrest is a publicly traded company and we have requested they provide documentation that they are relying on to make the bold statement that Red Chris makes no money.

During our meeting yesterday, Jon Gaunt also advised your Committee that Newcrest bought Red Chris as a strategic investment and that they are transitioning to underground work.

This statement is concerning and should raise alarm bells for many members of the crew, especially those working in the Pit. The statement makes it clear that our proposals to protect members job security through technological change language, contracting out language,

severance pay language, and training & job postings language, are vitally important. If jobs are lost in a transition, we need to ensure our members are not only compensated but have the right to the new jobs, the training required and that the new jobs are not simply contracted out.

From the beginning, we have forwarded proposals that make it clear that all members working for Newcrest will be considered regular employees. In our meeting yesterday it was made clear by their comments that they believed they could still have “term employees”. We clarified for them that all employees are regular employees under our proposals. **We made it clear that we intend to have those employees who have been working on term agreements, become regular employees, entitled to all wages, benefits, and other terms of the collective agreement once bargaining is complete.**

We also made it very clear at the meeting that we are both willing and wanting to work with both Newcrest and the Tahltan Nation in support of their Impact Benefit Co-Management Agreement, while ensuring all members rights are protected within the collective agreement. The Union will continue to work with First Nations as we do in other areas across Canada in supporting reconciliation efforts.

Bargaining continues with meetings tomorrow and Thursday followed by bargaining dates on April 4th, 5th and 6th.

As always, the Bargaining Committee will keep you updated as events happen.

If you have questions, please reach out by email or by phone.

In Solidarity,

USW Local 1-1937
Bargaining Committee

BB/jm
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