

**Newcrest Red Chris Mining Ltd. (the “Company”)**

**-and-**

**United Steelworkers, Local Union 1-1937 (the “Union”)**

**Departmental Seniority Grievance  
(#02-12-2024-05) (the “Grievance”)**

**ORDER**

As part of the case management of this Grievance, I hereby ORDER:

1. A seniority list setting out adjusted departmental seniority dates (the “Seniority List”) will be posted by the Company on the bulletin boards at the workplace by end of day on June 13, 2024 and presented at the weekend safety meetings during the posting period set out below. For those employees who have changed departments since April 24, 2023, their departmental seniority date will be the date of such department change. For the remainder of employees, the Company will replace the assumed departmental seniority date of April 24, 2023 with the employee’s date of hire.
2. Bargaining unit employees will have 21 days from the posting date to raise an objection to the accuracy of specific departmental seniority dates set out in the Seniority List. An objection may be raised by submitting an online form through use of a QR code. Such online forms will be accessible by the Company HR department and Union representatives. The posted Seniority List will include this QR code and contain the following statement at the top:

This Seniority List with adjusted departmental seniority dates is being posted pursuant to a case management order by Arbitrator Ken Saunders in relation to Grievance #02-12-2024-05. If you have a concern about the accuracy of specific departmental seniority dates within your department, you have until July 4, 2024 to raise an objection by submitting an online form through the QR code outlining the objection and detailing supporting information, which Company and Union representatives will review.

3. The Company and Union representatives will endeavour to work through any issues raised by bargaining unit employees regarding the accuracy of departmental seniority dates pursuant to section 2 above. If the Company and the Union are not able to agree, I am seized to adjudicate the dispute as part of my jurisdiction to adjudicate this Grievance.
4. The departmental seniority dates for which no objections are raised in accordance with the above process are deemed to be correct.

It is so ORDERED this 11th day of June, 2024.



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Ken Saunders, Arbitrator