

URGENT

Pursuant to sections 57(1), 133, and 143 of the Labour Relations Code, the Labour Relations Board makes the following declarations and orders:

- 1) The Labour Relations Board declares that the employees of Rio Tinto Alcan Ltd. have contravened Section 57(1) of the Labour Relations Code; and,
- 2) The Labour Relations Board orders that the employees of Rio Tinto Alcan Ltd. who are represented by Unifor Local 2301 shall immediately refrain from participating in a strike against Rio Tinto Alcan Ltd. and without limiting the generality of the foregoing shall refrain from engaging in combination or in concert or in accordance with a common understanding in a refusal to work overtime that is designed to or does restrict or limit the production or services.

Dated and Effective at Vancouver, British Columbia, this 21st day of October.

The Union implores our members working in Lines 3-5 to comply with this order from the Labour Relations Board immediately.

Council for the Company has sent the following letter to explain how they will approve leave upon compliance of the Labour Board's Order to Cease and Desist Strike Action.

October 21, 2013

Dear Sirs/Mesdames:

Re: Rio Tinto Alcan-and-Unifor, Local 2301
BCLRB Order-Overtime Ban

As counsel for Rio Tinto Alcan ("RTA"), RTA confirms that approved leaves cancelled as a result of the overtime ban in L3-5, shall be reinstated upon the employees' compliance with the Labour Relations Board Order of October 21, 2013 to cease and desist the overtime ban in L3-5.

The reinstatement shall be effective October 21, 2013 only upon the full cooperation and agreement of the L3-5 employees to resume normal overtime levels on the October 22, 2013 night shift, which commences at 5:45 p.m. on October 21, 2013.

For greater certainty and on a without prejudice basis and without restricting management's rights to reassess approved leaves based on operational requirements, the approved leaves in October and November, 2013 will not be cancelled.

Yours truly,
FASKEN MARTINEAU DuMOULIN LLP
Kevin P. O'Neill