



VACATION BOOKING 2015

On October 15, 2014 the Union advised our members of the grievance settlement we had agreed on with the Company. In our Bulletin we printed the entire agreement which spelled out the way vacation booking for 2015 would be done. This process was to clarify the way booking had been done in most areas of the plant previously and was meant to assist everyone in understanding how to proceed with the 2015 booking.

When we signed this agreement both the Company and the Union were obviously aware of the possibility that KMP operations will be started in 2015 and we were also well aware of the fact that many people would be receiving training for KMP in 2015.

Earlier this week we were contacted by many members who reported that the Company had introduced a completely different way of booking vacations for 2015. This new approach was never discussed with the Union prior to being introduced to our members and therefore we had no input into it. On further investigation we've determined that the Company has, once again, gone behind our back and dealt directly with our members in addition to introducing a completely different concept to the one we'd signed off only weeks before.

Our response to this was initially to find out what was going on and the first thing that became apparent was that this process was driven downward by Human Resources with the Areas having little or no knowledge of what was coming. The Union has filed a General Application grievance to deal with the issue as there has been no indication from the Company that they are interested in discussing it further.

By now you are all well aware of the ongoing lack of a working relationship between the Company and our Union. You've all felt the effect of the Rio Tinto Alcan "command and control" management style. The Company has made every effort to avoid dealing with our Union in all areas and this has resulted in untold numbers of unnecessary problems for our members.

There is no doubt that this will all come to a head at some point, the importance of the Union and our members to the success of the new smelter cannot be overstated.

Reluctantly, our advice to you regarding the 2015 vacation booking is to indicate your choices as per the forms provided by the Company. This will at least ensure that there is documentation and that the seniority provisions of the CLA can't be ignored. As stated earlier, a grievance has been filed which will answer the point when it's finally heard in the process.