



*'TIS THE SEASON*



Sisters and Brothers,

It is bizarre when you consider that this new seven-billion-dollar smelter that was said to be built to produce aluminum for another 60 plus years, already appears to be in far worse shape than the old one that it replaced.

We hear reports from the glass house that all of the safety numbers in the plant are at an all-time best, but the reports of incidents we receive from our members in the trenches tells a different story.

There seems to be a theory that you can run an aluminum smelter with no employees. Of course, we know this isn't possible, but what seems glaringly obvious to all of us does not seem to register with the people that are making the decisions.

There doesn't seem to be any appetite for succession planning and it would appear that the plan is to just run until there's another crisis or failure and then just violate the CLA to compensate for the shortcomings.

We all know that workers deserve respect, but if you disrespect our Collective Agreement, then you do not respect workers. We all know that workers deserve to go home safe and healthy after every shift, but if you don't respect our health and safety language, then you do not respect workers. We all know that you can have the cream of the crop Cadillac policies, programs and agreements in place, but if you don't abide by your legal obligations, then you do not respect workers.

Back in 2006/2007, the employer requested that we go into bargaining early because there was a new smelter to be built and we agreed because we believed it would be beneficial to our membership and our community. Recently, the employer requested that we go into bargaining early because it could save them money on contingency costs, which they would spend on operations and equipment, but that the Union would only be able to bring a limited number of items to the table. We gave this careful consideration, but declined the offer because the timeline would not respect our internal bylaws and allow for membership approval, oversight of their demands and a process that restricts us.

We will only enter into negotiations, where the issues that our members demand are heard and that our bylaws will be adhered to. In response to this request, your Bargaining Committee sent the Company our updated Protocol Agreement for 2021 negotiations for sign off.

As we prepare for 2021 negotiations please understand that this is an opportunity for us to make positive changes in our workplace. COVID has definitely played a negative role in our lives

this year and we haven't had much of a chance to spend time together as a Union, but we can guarantee you that through this negotiation process we will unite the membership as one powerful single force that will achieve a strong contract. We are more than willing to work with the company to achieve this, but we will be prepared to fight for it if we have to.

Please utilize these triple layer masks to keep you safe and healthy.

As a result of COVID and in lieu of a plant gate collection this year, we agreed to participate in an online GoFundMe campaign to benefit the Food Bank. Please give generously this year, people will need it more than ever - <https://www.gofundme.com/f/xhtgm-virtual-gate-collection-kitimat-food-bank-society>.

Merry Christmas, Season's Greetings, Happy Holidays and peace be with you.

*YOUR UNION AT WORK!*

