



AND THE TRUTH SHALL SET YOU FREE

As you may remember the Union put out a bulletin on December 18, 2020, explaining that the Company had requested that we enter into early negotiations and why we declined the offer. We also explained that we provided the Company with a counterproposal to explore early bargaining under the terms of our traditional Protocol Agreement document.

To date, the Company has not responded to our counterproposal. In fact, we met with the Plant Manager on January 26, 2021, to discuss a number of outstanding issues, frustration with our relationship and their behaviour. It was evident at this meeting that the Plant Manager was angry that we declined his request for early negotiations, even though we re-explained our rationale, he couldn't get past it. At the end of this meeting, we stated that we can keep taking jobs at each other, but that is not going to result in a new Collective Agreement. We requested that we roll up our sleeves and get to work negotiating a new Collective Agreement.

As you can imagine, we were very surprised to read the Plant Manager's e-mail message to BC Works Employees on February 5, 2021. In particular, where the Plant Manager states:

, I proposed to the Union to have an early engagement that could be a win-win-win process. In this proposal, we should work to have a new potential agreement signed much sooner than expected, where we could have some great feats to our relationship, investing contingency costs back into our employees and growth of our business, challenging ourselves to be more efficient and as said, have an agreement for the next years early, bringing tranquility to our team and the way for our success. Despite of that, it was refused by the Union without even a counterproposal, or any questions.

Sisters and Brothers, this is simply not accurate. Please see the following e-mail exchanges between the Plant Manager and your President.

From: Bizon, Affonso (RTA) <Affonso.Bizon@riotinto.com>
Sent: December 7, 2020 3:00 PM
To: Martin McIlwrath (President) <President@unifor2301.org>
Subject: Early engagement initiative

Hi Marty,

Thank you for coming to meet with me on Thursday. As promised, I am summarizing what we would like you to consider, understanding that you wish to review it with your Executive as well as with your negotiating committee next week.

Samir suggested to us all last week (on the call with you guys, Deb Tveit and Mario Santos) that we could consider the idea of an early engagement for CLA renewal. Since then I had a few discussions with my team about what that might look like, and encouraged them to think differently. We've had the demonstration this year that BC Works can be challenged by the market, and so we need to make sure that we build a resilient business for the short and the long-term. I am confident that through our actions today, we can build the foundation of a business that can still be here for another 65 years.

We have an opportunity to work together to secure that this plant is operating into the future, and contributing to our community. As discussed, in March I will need to start investing in contingency costs to prepare for a traditional CLA negotiation and this doesn't make a lot of sense to me. If we can engage with you early for CLA renewal, I see potential to use this money for the benefit of our operations and our employees instead.

*Issued by Unifor 2301
February 10, 2021*

We would like to have more conversations with you about what you would like to discuss. As an example, we would be open to hear your thoughts on how internalizing some tasks or converting temporary employees to permanent could create value. I am willing to look at other options. Some examples of what we would look for in return is greater flexibility in how we can use temps, standby process that supports the operations, team leader options (ie currently gang leaders), and employee movement efficient for stable operation to start. Ultimately I think we can come up with a number of win-win options, which will support productivity and ensure the long term resilience of the smelter.

What will be key to this being successful is that we are able to be open minded and really think differently on both sides. We are looking for targeted & precise discussions (rather than a big grocery list), done in an expedited format. I believe that we have more chance of successfully implementing targeted changes than spreading ourselves across a wide spectrum. The same happens in the operations when we try to do too many things at once. I would meet with you weekly to review how things are progressing, and remove roadblocks. I have attached a draft proposal for terms of reference for you to review with your team.

Please get in touch with me or Christl this week as you go through with your team, so that we can answer any questions that you may have. If you are agreeable, we would hope to have the terms signed off by the end of December, so that we can commence discussions in January (or earlier).

Best regards,

Affonso Bizon

General Manager – BC Works

From: Martin McIlwrath (President) <President@unifor2301.org>

Sent: Friday, December 11, 2020 11:51 AM

To: Bizon, Affonso (RTA) <Affonso.Bizon@riotinto.com>

Subject: [External] RE: Early engagement initiative

Hi Affonso,

We have carefully considered your proposal to engage in early informal, exploratory discussions, to renew the CLA by February 28, 2021 and we respectfully decline.

Your proposal sets out a timeline that makes it impossible for us to be prepared and excludes our membership from our traditional bargaining protocols, which are the subject of our Unifor bylaws.

As we discussed in our meeting, that we would not be interested in a process that restricts our Union from raising our members' full slate of demands.

In 2006/2007, we agreed to open our CLA early because the modernization project hung in the balance.

In regular circumstances, it is important to note, that both parties have contingency plans to put in place before every set of bargaining and that in itself has never been the determining factor for our negotiation's timeline.

We understand that you would like to utilize your contingency funds for other specific operations items, but we don't feel that should be at the expense of our ability to negotiate the best possible contract for our members.

I have provided you with two attachments, of our updated traditional Protocol Agreement for 2021 bargaining. One of them has all of the changes from 2017, provided in bolding and strike through. The other is a clean copy that is ready to be signed.

Our goal is to negotiate the best contract imaginable for our members, without disruption and we believe that we can achieve that within the traditional timeframe if we have a likeminded partner, but we are willing to discuss advancing the bargaining timelines under the provisions of this agreement, as long as it respects our internal processes and allows us to be fully prepared.

*Issued by Unifor 2301
February 10, 2021*

Sincerely,

Martin McIlwrath
President
Unifor Local 2301

From: Bizon, Affonso (RTA) <Affonso.Bizon@riotinto.com>
Sent: December 14, 2020 10:34 AM
To: Martin McIlwrath (President) <President@unifor2301.org>
Subject: RE: [External] RE: Early engagement initiative

Well noted.

Thanks!

Affonso Bizon
General Manager – BC Works

Since the Plant Manager's December 14, 2020, e-mail acknowledgement of our counterproposal, he has not responded to us. Was it because he was in Brazil for Christmas, while we were adhering to COVID protocols? We don't know. Why has the Plant Manager chosen to publish and spread inaccurate bargaining information to our membership? Is it because he is trying to turn the membership against their elected leaders? We don't know.

This Union leadership is only interested in one thing and that is representing our members, day in and day out.

In a crucial year like this when we should be preparing for bargaining, the Company needs to stop playing games and sign the Protocol Agreement, so we can negotiate a good Collective Agreement.

YOUR UNION AT WORK!

