



UNIFOR LOCAL 2301 & RIO TINTO ALCAN JOINT BULLETIN ON GRIEVANCE RESOLVES

The purpose of this joint bulletin is to inform all staff and hourly employees how we resolved 23 staff performing hourly work grievances and to provide guidance to prevent further violations of our CLA.

Article 6.01 of the CLA states *“Except in case of emergency, or for the purpose of giving or imparting instruction or training, or for the purpose of determining the nature of work which has been or is to be performed, no staff employee of the Company shall perform any work normally performed by a person who is one of those described in Section 1.01 of Article 1 (Application) of this Agreement.”*

<p>Staff Performing Hourly Work Grievances; 3004027, 3004223, 3004204, 3004205 3004213, 3004191 3004175, 3004177 3004168, 3004157, 3004169, 3004107, 3004012, 3003845, 3003846, 3003874, 3003929, 3004083, 3002743, 3002819, 3002797, 3002796 And 3002754</p>	<p>On a without prejudice basis, the Company grants these grievances. The Company and the Union agree the resolves for these grievances will be as follows:</p> <p>On a without prejudice basis, the Company acknowledges that it violated Article 6 of the CLA in each of these grievances.</p> <p>On a without prejudice basis, the Company agrees to pay the Union a penalty of \$50,000.00 for these violations.</p> <p>On a with prejudice basis, the Company agrees that these violations are not conducive to a harmonious relationship.</p> <p>On a with prejudice basis, the Company acknowledges that the inability to get overtime does not in itself give them the right to have staff perform hourly work.</p> <p>The Company agrees to implement strict training protocols for their staff to train them not to perform hourly work for reasons other than the exceptions listed in Article 6.</p> <p>On a with prejudice basis, the Company acknowledges that it is the Bargaining Unit's job to do the work and it is the Company's job to assign the work.</p> <p>The Union agrees that there will be no further action on these grievances.</p>
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Union members: If you observe what you believe to be staff performing hourly work, consult with a Union representative and investigate the validity of the matter before a grievance is filed.

Staff employees: Ensure you follow the training you receive to understand Article 6.01 and these grievance resolves.