



# BULLETIN

*Kitimat Smelter and Kemano Power Operations Workers*

## Union Calls For Strike Vote

On June 7, 2021 we met face to face with the Company to begin negotiations. In the lead up to this we spent many weeks in preparation working on the creation of our package and receiving input from members, committees and activists. The process has been slow to say the least with much effort being put into explaining our process and trying to get the Company to understand the process we've had in place for many successful sets of negotiations.

Entering into this set of negotiations we were mindful of the experience in 2017 when the Union tabled a large number of demands reflecting the problems we'd faced during the KMP transition years. This large number of demands was challenging given the limited time we had to negotiate. This year the Union submitted far fewer demands in hopes that we would have a better chance of negotiating the improvements we need having more time for open discussion with the Company. The Company wouldn't agree to our proposed timeline for additional face-to-face time resulting in reduced preparation time and a fight to maintain the face-to-face period that was in place in 2017. To make matters worse, the Company has proposed a lot more demands than they typically do which has also taken away from dealing with our issues at the table.

On June 23rd the committee met with Brother Rick Belmont and our National Pension specialist to discuss the retiree demands and on Monday, July 12 we were able to include Vince Muldoe in specific discussions at the table about Kemano issues for the second time.

On July 14 the Union tabled our wage and pension demands with the assistance of the head of our National Pension department who is on-site working hand in hand with our committee.

As of the writing of this bulletin, we have been able to sign off 20 total demands, most of which are simple housekeeping demands. This is obviously unacceptable as we approach the final days of our contract and the July 23<sup>rd</sup> (midnight) expiry date.

On Wednesday, July 14, the Company applied for Essential Services designation. It should be noted that they did this prior to the Union having held a strike vote which is typically the trigger when essential services are requested. In 2012 negotiations an essential services order was granted for Kemano Power Operations in response to high water conditions and the perceived threat to BC residents resulting from the management of water

levels in the reservoir. Again, in 2017, an Essential Services order was granted for Kemano Power Operations in response to Provincial fire conditions that put the grid in jeopardy so reliance on available power from Kemano was required.

This year, it appears that the Company is relying on the water levels being historically high and that there is a significant fire threat to the grid similar to the two previous conditions contemplated in those orders. The Company has asked to expand this essential services designation to include Reduction to the extent that they would be provided with hourly support while they hibernate operating pots in a controlled manner reducing the number of operating pots to the amount they believe can be done while maintaining consumption of water in the reservoir to mitigate flood risk.

The Union has secured legal representation to represent us before the Labour Board where a decision along with the terms will be determined.

The negotiations committee has determined that even though talks continue, the lack of progress and the Company's action of applying for essential services has put us in the position where we require a strong strike vote mandate to give us the push needed to reach a tentative agreement by the expiry date. Arrangements have been made to hold meetings on the dates, times and location indicated where we ask that all members attend for an update plus the chance to ask questions before giving us the mandate to reach a tentative agreement.

**Date/Time/Place:**

**Friday, July 16<sup>th</sup> at 7:00 pm inside Riverlodge auditorium.**

**Saturday, July 17<sup>th</sup> at 7:00 am inside Riverlodge  
auditorium.**

***Alternate arrangements will be made for our Kemano  
members to vote in Kemano.***

***YOUR UNION AT WORK!***