

## ***BARGAINING AND LEGAL UPDATE***

### **BC Labour Board and Essential Services**

We currently have Unifor National's legal department working on a response to the **employer's essential services application**, which includes Kemano, Power Operations and Reductions Operations. **Historically the board has ordered and declared** that Kemano and Power Operations are essential to the health, safety and welfare of the citizens of British Columbia and we assume that the **order will include these two areas again**. What's new in this application is the employers request to **expand the essential services** order to include Reduction. Contrary to Rio Tinto's latest bargaining release from yesterday, their essential services application is still being disputed in front of the Labour board.

### **Strike Notices**

Unfortunately, based on the employer's lack of response and **unwillingness to address** our issues around **contractors, temporary employee usage, pensions, retiree benefits and job security** we have been left with no choice but to **serve 72 hours strike notice**. The strike is set to commence on July 24<sup>th</sup> at 12:01 am. **Our intention is to continue to bargain until the deadline** and to work as long as it takes to get a deal that addresses our issues.

We will provide additional updates as we get closer to the deadline.

### **Contractors**

Some of the contractors on site have been asked to cross the picket line if necessary. We have reached out to the various Unions which represent some of the contractors on site and they have confirmed that while a legal picket is in place, they will not allow their members to cross. Most Unions have clauses built into their Agreements that give members the right to not cross legal picket lines. In fact, most unions have policies in place to address what happens to members that choose to cross these lines.

**Sisters and Brothers,**

**The time for change is now. We are committed to delivering the mandate that you have instructed us to bring. We prefer to work through our issues amicably with the employer, but based on their unwillingness, we are gearing up for a fight.**

# **YOUR UNION AT WORK!**

