



Sisters and Brothers,

Your Union bargaining committee is hard at work in trying to secure an agreement that addresses your concerns. Below is a quick update on some of the issues.

### Essential Services

Rio Tinto applied to the BC Labour relations board to have some of the work that we perform to be considered an essential service to the health, safety and wellbeing of British Columbians. The request was in line with how the **board has ruled on these issues in the past (2012 and 2017)** except for the **inclusion of the Reduction area**, which was a new request. Unifor's Legal counsel in conjunction with the BC Labour relations board and RTA legal have agreed to the following.

The order states:

The continued operation of Rio Tinto Alcan Inc.'s facilities required for the: (1) operation and maintenance of its power generation, distribution, and transmission; (2) Nechako Reservoir; (3) the Skins Lake Spillway; and the **hibernation of Rio Tinto Alcan Inc.'s smelter pot lines (a specified amount of pots)**. Regular work schedule plus overtime as needed to replace any absences due to vacation or illness, only until the necessary reduction levels are achieved (**which the Employer anticipates to be a one day to one week period of time**)

It's important to understand while there has been a joint agreement reached through legal councils on these issues **our legal advice was that the board, if forced, would have issued the same legal order.**

### Picketing Update

**LNG Canada (Shell) applied for a common site designation, which would prevent our Union from picketing at our traditional location at the tracks.** Legal Councils for the parties have reached an agreement to change the location of our picket line to two separate locations. **One on the road leading to the Cafeteria gate** and the other at **Main gate**. The **Cafeteria gate** entrance will be the only access point for **anyone entering the RTA site**. **The employer is prohibited from allowing anyone to come on to site without going through this gate.**

**As per the Order, all other entrances to RTA must be blocked off and no access permitted.** Violations of this Order will result in the party being in contempt of court.

Under the essential services Order there will be a small number of Unifor members legally required to perform essential services work in Reduction, Kitimat Works Power and Kemano Power Operations. Affected members will be contacted by RTA informing them when to report for work. These members have a legal obligation to comply with this legal Order.

### **Bargaining Progress**

At the time of writing this bulletin we are continuing to bargain with the employer, but we are still far apart. As the deadline approaches, we will continue to communicate through email, our website and our Unifor Local 2301 private Facebook group.

Please only follow official directions from the Union.

We appreciate all your support.

In Solidarity,

Your Bargaining Committee