

Sequence of Events From Saturday, July 25, 2021

At approximately 10 am the Union was contacted by corporate in Montreal to talk about a way around this deadlock. Their proposal was an effort to avert reaching the point where they would put the switch on shutting power out to buildings 3000 and 4000 in Reduction. They requested that we identify our more serious issues to see if we can come to an agreement on them, temporarily ending the strike before Reduction reached the point of no return and having our members return to work.

Another part of their proposal was that we would continue to bargain our other demands while our members were back at work and if we were unable to reach agreement on those other items, we would always have the option to strike again.

Initially, we took the position that we wanted a tentative agreement in place for all of our items at negotiations before our members returned to work, but in light of the timeline for the ramp down of Reduction and as an **act of good faith**, we agreed to deal with our more serious issues first as they requested.

It appeared that we made some significant progress in our discussions, with one major caveat, the Company was very firm on achieving one of their demands, which amounted to a major concession for our members. We struggled with this for some time and weighed the pros and cons of our decision. In the end, considering what was at stake, we tentatively agreed to their proposed concession which would allow our members to return.

At that time, we had a bulletin ready to go out to the membership explaining what had happened and that they should go back to work to help avoid the crisis. We even offered the Company that we would include a call for members to work overtime in our bulletin as an all-hands-on deck scenario.

At this time the Company seemed less worried about the crisis and wanted to address another issue that they had with one of our items, which we tried to work around.

After that, the Company wanted to restrict which demands we could talk about after our members returned to work. They seemed to be shifting the goal posts, but we were still optimistic that we could come to an agreement on our members returning to work and a path forward for the remaining negotiations.

Then, after receiving information from the plant that they had gone ahead with the pot hibernation in Reduction, despite our willingness to work with them, and waiting a few hours for an official response, the Company called to say that they wanted to pause negotiations for both parties to reflect on their positions and the number of demands that are still on the table. At this time, buildings 3000 and 4000 had been hibernated and the Company had installed the switch. Their rationale in the evening seemed different than their proposal from the morning when they were clearly scrambling and pleading for help. The Company didn't explain how long they wanted this pause to be, but they did say they wanted to keep communicating.

We are very disappointed to say the least. What appeared to be an opportunity for our members to return to work and save the plant while, at the same time, resolving some of our key issues. At the end of the last conversation with the Company we stated that, "we are more than willing to continue bargaining" and we will wait for them to contact us when they are ready to end their pause.

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WORK!*