

Strike Update - Pressure Mounts

In the hours since our strike began there have been some interesting comments and quotes reported in the press and on social media coming out of the Plant Manager's mouth. These comments suggest that the Union hasn't been honest with our members in the way we've described the Company's demands entering into this set of negotiations.

In a meeting on Saturday July 24th, the Plant Manager attended, and he made an attempt to let us know the seriousness of the situation as if we didn't understand. We had a back and forth discussion and basically repeated to him the challenging history we've had as a Union in recent years dealing with Rio Tinto and took the time to give him an appreciation of the way this set of bargaining has gone as if he didn't understand. The truth of the matter is that we know he understands because he's an authoritarian and he's the one person saying yes or no on every demand. This being the case, we were talking to the right person if our complaint was that the Company hasn't been addressing our issues and that things had backed up to the point where all those easy things to resolve were still sitting on the table causing the backlog at the expiry. True to form, the Plant Manager bobbed his head while we knew that nothing, we were saying mattered to him anyways.

Throughout the recent weeks, the Plant Manager has found different ways to manipulate our members causing unrest amongst our membership.

In the week before the expiry, Rio Tinto applied for Essential Services to be declared by the government. In that process, the Union has the opportunity to object or not after which a decision is made and if the decision is, to grant the application, the Minister instructs the Labour Board to determine the terms of the designation. In this case, the Union reviewed our 2012 and 2017 experiences where essential services were declared and, with input from our legal counsel, we determined that the order would be declared.

In a bulletin that followed, the Plant Manager reached out to our membership and described it on July 21st as follows: “ Following our application to the Labour Board for the Essential Services designation, we have asked the Union to agree to the application and I’m happy they did.” The truth of this matter is that the Company did ask the Union to make a joint application and the next day before we even had a chance to respond to them, we were informed that the Company had filed their application. So, the truth on this one is that we didn’t agree to a joint application and once the process was started, we were given an opportunity to object and we didn’t given the state of our Province, the fires and flood risks.

Next, on Friday evening, the Company asked the Union to extend the deadline until 6:01 am the next morning. We discussed our options and came to the

conclusion that we hadn't been able to have any meaningful discussion on our key issues having been bogged down with no movement on other issues and we wanted to make our best effort to achieve a contract so we ended up agreeing to a 24 hour extension.

After we made our pass and a short visit to our picket line, we expected to continue bargaining through the night, but found out that they had gone home to bed rather than work through and make the most of our time.

After the Union continued to work through the night on our own, we met with them in the morning to figure out where things stood, but instead they said that we were at an impasse and asked us to enter into joint mediation.

Reports came in that the Company was then offering up free food at the cafeteria to our guys as we were struggling to get the same Company to engage with us at the table. These freebies would have had to be approved by the Plant Manager, which, once again was his attempt to manipulate our membership at the peak of a potential labour dispute.

While all this was going on, reports of quotes on social media and in official bulletins put out by the Company were flooding into the Union. Our members were asking why the Plant Manager is suggesting the Union is lying about the Company's demands.

Shop floor feedback was that staff were approaching members and making the same assertions, going one step further pressing the members on why they were

going on strike and suggesting they don't even know why.

With these reports coming from all over the Plant it was clearly no coincidence. The Plant Manager had put a strategy in place to divide our membership using his minions along with his press people to do this.

We called him out when we met with him on that Saturday where he didn't deny saying what he said and really had no response.

On July 24th, in "Message from Affonso" the Plant Manager said, "Rio Tinto is not proposing any reduction in post-retirement or survival benefits."

On July 25, in "Message from Affonso" the Plant Manager said, "... Rio Tinto is NOT proposing any reduction in post-retirement or survival benefits."

This isn't the first time this Plant Manager has tried to manipulate facts, you'll recall his rhetoric about "early bargaining" when we published his emails to show you how he was manipulating facts.

The following are taken from the actual demands that the Company tabled with the Union. You be the judge if the Company was trying to take away post-retirement or survival benefits and you be the judge if the Company was trying to take away benefits from our active members.

Article 9-LU-#2 Temporary Employees Administration

2. (a) (i) Upon completion of two thousand and eighty **(2,080)** straight time hours worked, their Company Seniority date reverts to the date of their hire. ****Currently 1500 hours for temps to get benefits, this would make it 2080 hours.**

d) In order to maintain the benefits listed in above in (c), temporary employees who have achieved Company Seniority must work a minimum of **1040** hours in the preceding 6 months (January 1 to June 30 and July 1 to December 31). Failure to achieve the required hours in the preceding 6 months will result in suspension of benefits for the following 6 months. Benefits will not be retroactively provided. Once the minimum hours has been reached in one 6 month period, benefits will be reinstated in the following period. ****This would mean that temporaries who worked anything less than 1040 straight time hours in a 6-month block would lose their benefits for the next 6 months.**

7. Temporary employees with “Company Seniority” will be allowed to schedule the following leaves with the Company representative. Temporary employees are **not eligible** for earned time off during preferred periods. ****This means no summer vacation for temporaries.**

Article 28-LU-#1 Retiree’s Benefits and Life Insurance Option

4. Vision Care

The Company agrees current and future retirees and their dependents will maintain coverage under the Rio Tinto Alcan Vision Care Plan, as per Article 35 (b)

for active employees, until the retirees seventieth (70th) birthday. Furthermore, the Company agrees to cover one routine eye examination every two years for current and future retirees until the retiree's sixty-fifth (65th) birthday. **No Vision coverage** will be offered at retirement to employees hired on and after 24 July 2021. ****This means exactly what it states, no vision coverage in retirement for employees hired after July 2021.**

5. Dental

(b) Plan B

Effective 1 January 2008, the Company agrees current and future retirees and their dependents will maintain coverage under Dental Plan B (Major Restorative Dental Care), as per Article 34 (b) for active employees, up to a lifetime maximum of one thousand dollars two hundred (\$1,200) per family. Effective 1 January 2018 this benefit shall increase to one thousand dollars three hundred \$1,300. **No dental coverage** (plan A & plan B) will be offered at retirement to employees hired on and after 24 July 2021. ****This means exactly what it states, no dental coverage in retirement for employees hired after July 2021.**

6. Death

If a retired employee **(hired before 24 July 2021)** dies before their seventieth (70th) birthday, Rio Tinto Alcan will provide Vision Care and Dental Plan A coverage, as outlined in this letter, to their surviving spouse for an additional forty-eight (48) months. ****This means exactly what it states, no extension of Vision Care and Dental Plan A for your spouse after you die if you were hired after July 2021.**

So, as you can see, sisters and brothers, the Union has been very honest in our description of the Company's demands. Be very aware of the manipulation that is going on during this tense time and make sure you explain things to those who are listening to the Company manipulation. No doubt there is going to be levels of concern which will grow the longer we're out but it's important for you to know that we will never mis-lead you and when there are tough things we need to discuss, the facts will be on the table.