

Strike Update - Benefits and Strike Pay Information

Many members have been asking for information about strike pay and benefit continuation during the strike. We've been in contact with the Company and are trying to clarify what they've committed to do and who will be paying for it. The following information will give you a good idea of how things will work. If you have specific questions, please contact the Union Hall for more information.

Strike Assistance

The National Strike Fund is established to support striking Unifor workers and their Locals during strikes. The National absorbs most Local costs which are administered through our Hall. The strike assistance that you will receive during the strike is **\$300.00 per week** but only if you actually do your scheduled picket duties and sign the attendance sheet at the picket line. You must attend the picket line at your scheduled date and time, you don't have the ability to just show up when you want in order to qualify for strike assistance.

In addition to our National strike assistance, our local union has our own defense fund set up. The local will be providing you with an additional **\$100.00 per week** but only if you actually do your scheduled picket duties and sign the attendance sheet at the picket line. In all cases you are required

to stay at the picket line until the end of your shift, if for some reason you have to leave early, please speak with your picket captain.

****The picket line is an alcohol and drug free zone. Nobody is permitted to consume alcohol and/or drugs in the vicinity of the picket line and nobody is permitted to attend the picket line intoxicated. Failure to comply with these rules could result in you being banned from the line.**

Strike pay will be distributed by cheque from the Union Hall. Beginning on **Friday, August 6** and each Friday following. You can pick up your cheque at the Union Hall, where you'll be required to sign.

Benefit Continuation

During the strike there will be a disruption to the coverage that regular active members normally receive. The National Union will reimburse Rio Tinto for maintaining certain coverages for you during the strike. The following lists the coverages that will be maintained for you.

The summary of benefits during the strike are as follows:

Benefits Maintained

The following benefits under the Pacific Blue Cross (PBC) policy 221 will be maintained.

- Hospital Room Accommodation
- Emergency Ambulance Services
 - Drugs
- Dental (*Emergency Only*)

- Out-of-Province/Territory Emergency & Emergency Travel Assistance Eligible Expenses as Per the Contract
- Basic Group Life Insurance

Benefits not Maintained:

- Paramedicals
- Home Care Services
- Medical Aids and Supplies (*Including Hearing Aids*)
 - Standard Durable Medical Equipment
 - Vision Care
 - Laser Eye Surgery
 - Eye Examinations
 - Fitness Subsidy
 - Medical Travel
 - Dental Care

For Employees Currently on Short-term Disability (DIP) or Long-Term Disability (LTD)

- The disability payments will continue during the strike.

For Employees Currently on Sabbatical Leave

- No change to benefits – as per the plan.

For Employees Currently on Parental Leave

- The Company will continue to top up benefits until the end of the leave period.

For Optional Life and Accidental Death Benefits:

- Should an employee request to cancel these benefits during the labour dispute, no

optional benefits will be payable. **Please contact the Union Hall if you want to cancel this coverage. If you want to maintain this coverage you will have to pay back the premiums on your return to work.**

- Should an employee request the cancellation of this coverage during the labour dispute, they will have a “limited period” (31 calendar days) to request the reinstatement of this same coverage without proof of good health once operations resume (reinstatement would be effective on the date of the request for reinstatement).

Retirees

Retirees who are receiving the retired employee’s medical benefits (AMPRE) will not be affected by the strike and will continue to receive their benefits.

Retirees who were mandatory retired and are receiving regular benefits to age 65 will not be affected by the strike and will continue to receive their benefits.

Member Banking Information:

The Union has been in contact with local financial institutions in Kitimat and Terrace regarding arrangements for personal financial assistance. We encourage members to contact their financial institution if arrangements for assistance with mortgages and other personal matters are required.