

BARGAINING UPDATE

Negotiations

Since the Company walked away from negotiations on Sunday, July 25 the Union has directly communicated that we remain ready and willing to negotiate. This was made clear to Samir Cairae, Managing Director Atlantic Aluminum, and Annie Pelletier, Director of Industrial Relations in Montreal on July 25.

Next, on July 28 the Union spoke to Samir Cairae in person at our picket line where we impressed on him that this strike didn't have to happen as we had provided a solution to the Company on July 25 which they walked away from and that it was their decision to let the smelter go down. We reiterated our position that we remain ready and willing to negotiate calling on the Company to return to the table. After this exchange, there was no response from him or anyone from the Company side, which led us to a meeting with our National President Jerry Dias two days later on Friday, July 30.

The National offered us everything at their disposal which included their ongoing support and the opportunity for our Union to engage at the highest levels with Rio Tinto's senior management if we wanted. As a local, we made the decision to take Jerry up on his offer and true to his word a meeting was held with Ivan Vella, Aluminum Chief Executive, and our National Union on July 31. The next day we were in a meeting with the National where they gave us feedback on the discussions from the previous day.

Following the meeting with our National, we held an Executive/Negotiations committee meeting to discuss what we'd learned over the weekend and possible next steps. The local Executive directed the negotiations committee to reach out to the Company and seek clarification on the pre-conditions to the Company returning to the table. We contacted the National to get some answers for us and they reached out to Ivan Vella on Tuesday August 3rd. As of the writing of this bulletin, the National has had no response from the Company.

Labour Board

The Union has been in constant dealings with the Labour Board through our lawyers in Vancouver and Toronto. On some occasions this contact has been initiated by the Company raising concerns about alleged incidents on the picket line and on some occasions the contact has been initiated by the Union. British Columbia has the strictest picket line laws in the country which you can appreciate after reading and hearing the particulars of our essential

services order. In spite of this we continue to challenge matters as they arise and, in some cases, we've been successful.

Since the strike began, we've been able to win some victories at the Board.

- a. We requested additional information be provided by the Company regarding the dates, times and reasons when each essential contractor would be needed. We were able to get agreement on this.
- b. We requested an additional picket line to be established along the rail tracks north of the highway crossing and **if granted**, the following specific limitations will apply. The line must be a minimum of 40 metres away from the highway, maximum 10 picketers, maximum 5 cars and an additional 3 cars for supplying the line.
- c. We raised an issue where we had video of the Company traveling in and out through a locked gate adjacent to the rail tracks and driving through LNGC property. After investigation the Company conceded they can't use this gate for their staff to go in and out. The requirement is that any of their staff will have to go in and out through the North cafeteria gate.
- d. We requested that our Union safety rep be given access to the plant site to inspect the working conditions our essential members are experiencing. The Company fought us on this but the agreement is that our safety rep will have access to the plant to perform his safety duties at any time, same as he would if he was working.
- e. We raised a concern about Diversified blacking out their bus windows before crossing the picket line. It was agreed that this could cause confrontation so the windows are no longer blacked out.
- f. We are also looking into the legitimacy of some of the tasks that the company has designated contractors to perform as an essential service.

Terrace Pay Cheques

Members living in Terrace will have the option to call the Union Hall next week and be put on a list to have their pay cheques made available to them in Terrace. Members who don't make this arrangement will continue to have their cheques made available each Friday at the Union Hall.

Life Insurance

Basic and Optional Life Insurance is being maintained during the strike but the fees for the Optional coverage will be charged to you when you return to work.

If you don't want to continue the Optional coverage during the strike, you must come to the Union Hall and request to cancel it. Once we return to work, you will be able to re-activate the Optional coverage within 31 days and there will be no requirement to prove good health. If you re-activate it after 31 days, proof of good health will be required.

Official Union Position

There have been several members who've been approached by the press or offering their own opinions about the strike on social media. To be clear, the

Union is the only official source for our position or comments about negotiations and related matters. Recent comments reported by the press and/or posted on social media have not been accurate and don't represent the views of the Union. We would ask our membership to refer members of the press to the Union Hall for comment and to refrain from making comments about specifics related to negotiations.

Essential Workers

There have been many rumors floating around about the essential workers and how long they will be required to report to work. The Union has been in discussions with the Labour Board and is seeking an end to the Company's reliance on our members during the strike. No decision has been made to end the essential designation but based on the Union's questions, the Company will be providing further information so that we are able to narrow the issues and focus on an argument to say we should be provided relief from the order.

**YOUR UNION AT
WORK!**