

BENEFITS AND STRIKE ASSISTANCE INFORMATION

Strike Assistance

As disclosed at the ratification meetings, the Local had been in discussion with the National Union in the days preceding our contract settlement regarding getting our strike assistance extended beyond the National's policy of 28 days after ratification. The National Executive Board denied our request for strike pay extension, after which, our National President entered into discussions with Rio Tinto to see if there was any way that we could work together and find a way for our members to qualify for Employment Insurance (E.I.). The E.I. question is still in play however our information is that in order to qualify, workers coming off a strike will only be eligible for E.I. once 85% of the workforce and 85% of the production returns to the facility. That being said it doesn't appear that E.I. will be a realistic option for our members.

The local has been working all angles to have our members return to work before the existing strike pay runs out, but in the alternative, we are working on a solution with the goal of providing our members who haven't returned to work the equivalent of the strike pay they have been receiving using a combination of our local strike fund, donations and extra hours dues from those who have returned to work.

If you've returned to work at the site before the 28 days or employed elsewhere, your entitlement to strike assistance will end.

Benefits

Since ratification, all regular health and dental benefits have been restored to previous levels. The recent changes made during the recent negotiations are actively being implemented with the carriers. This process usually takes a while to put in place and any claims which are made and denied because of this delay will be adjusted once the system is ready to accept them.

Approved Dental/Vision Claims Denied After Procedure Being Done

There were many dental and vision claims made at the beginning of the strike which were pre-approved by PBC resulting in the members going ahead with the procedures/purchase. In all cases, the benefits were verified for coverage on more than one occasion giving certainty that the charges were approved. At some point a few weeks later, PBC started to contact members indicating that they were requesting repayment of the charges claiming that this was within their rights to retroactively deny the charges. This has been challenged with Montreal and the service providers without success to date. Our Return To Work committee raised this issue at their committee level asking the Company to do the right thing and honor the claims which were pre-approved by PBC. We are waiting to hear back from them, once we do, we'll inform the membership.

Return To Work

The return- to- work process has finally begun. Initial seniority lists have been generated by the Company indicating members by “date of hire”. Based on the Company’s plan on which job classes will return first moving forward, members will be scheduled for their onboarding session at KVI, their annual medical and their actual return to site date. There are currently two onboarding sessions scheduled for each weekday and the odd session scheduled on a weekend. Members should expect a call from the Company to discuss their specific dates and times. There have been many errors pointed out regarding the seniority list that was generated and all these errors have been passed on to the Company for correction and adjustment. If you notice anything wrong with the lists, please contact the Union Hall to discuss.

YOUR UNION AT WORK!