

## RECENT UPDATES

Brothers and sisters, a number of things have transpired in recent weeks which we would like to update you on.

**Relationship:** Since returning to work from the strike, the Company and the Union have been working at improving our relationship at all levels. When we first returned, there appeared to be real efforts being made and positive changes were happening. As feared, the ramp up of production along with many operational failures put added pressure on all levels of the operation and we believe that things took a step backwards. Not wanting to give up on our goals, we were able to have an open discussion with Company leaders at the highest level to re-affirm our commitment to working together towards an improved relationship and successful operation in Kitimat.

We visited the Alma smelter and had productive meetings with their union leadership as well as the management group there. We were able to draw on their experience having been through a lock-out and come back to re-start their smelter while re-building their relationship. The result of this was a renewed commitment between our executive and the Kitimat senior leadership team to get back to doing the things that we had intended after our strike, safely starting the plant and building a better relationship. The truth was that we were doing the same things as Alma but have gotten off track during the re-start.

There are a lot of new faces in the leadership group these days which presents an opportunity to do things right. The new

plant manager has expressed his desire to make this work and asked us to give him time to work through the issues. At this point, we feel that it's in everyone's best interest to give it an honest effort, get the plant running properly and move forward in a way that allows our members to enjoy their job going home each day safe and feeling good about their work/life balance.

**Reduction:** The Reduction area is facing serious operational challenges. The recent hot spell has compounded this with a lot of late work and increased manpower challenges. The manpower situation has led to the possibility of mandatory overtime and the decision to utilize staff to do our hourly work. As union workers, we don't get to make many of the decisions that go into manpower planning, but unfortunately, we have to deal with the consequences of under-staffed shifts. The current situation has the company being unable to fill the absences on the shifts with trained temporary employees and/or overtime.

The consequence of this is the left-over work and associated problems, no availability of temporaries to be used as heat relief and strain on our ability to access our earned leaves. We are told that the company has hired 20-25 new temporaries for Reduction but this will take weeks to process to the point that we see these employees on the Reduction floor. In the meantime, we encourage the workers in Reduction to follow the safe working practices in place, take all of your scheduled breaks and if needed to take additional breaks, stay well hydrated drinking a cup of water every 15 minutes and make sure you access the air-conditioned cool rooms frequently. Those employees who are off sick should take good care of themselves and as soon as they're able, return to work as we work our way through this challenge. Our hope is for the long-term stabilization of the plant so that a couple hot days or a few absent employees doesn't put the operation in crisis mode ever again.

**Employee and Family Assistance:** In recent weeks we learned of a few different services available through our EFAP. The first was the virtual access that our members have to different councilors around the province. In addition to the in-person counsellor we have locally, members are able to access others from a list provided by TELUS Health (formally Life Works). This service would make sense for people who require counselling for specific issues and could identify counsellors who specialize in those areas through the program.

The second service you should be aware of is a free legal consultation for 30 minutes available through TELUS Health. This consultation could be towards hiring the lawyer to represent you or simply to get information on how to navigate your way through a legal situation. The one type of law not covered by this service is employment law issues.

**Legal Beneficiary:** There have been many recent examples of where our members or retirees have passed away and their legal beneficiary either wasn't named or the name on record was from many years back and didn't reflect their current situation. This is a reminder that all employees and retirees need to confirm their beneficiaries to be sure they are correct. Active employees have a death benefit through the union as well as their pension plan and life insurance through Manulife. Retired employees have life insurance through Manulife and in some cases through Sun Life.

***YOUR UNION AT  
WORK!***