



UNIFOR
Local 2301

BULLETIN

Kitimat Smelter and Kemano Power Operations Workers

Shower Times

Since the implementation of the Company's new time management system and allotment for shower time, there were approximately 80 grievances filed. The grievances that were filed were based on members being forced to work mandatory overtime in order to have their end of shift shower within their normal work hours. The agreement to resolve these grievances is as follows:

The Company and the Union have resolved these grievances in the following manner; and it is agreed that wherever without prejudice or precedent is stated in this document, it means without prejudice or precedent and it will not be used as a cross-reference in the future.

The Company and the Union agree this grievance is resolved in the following manner:

1. Adjust shower time for Reduction Operations and B Casting Operations and the Anode Bake Furnace Operations from 20 minutes to 25 minutes, and
2. Modify the B Casting (DC4) shift schedule by delaying the start time by 15 minutes, resulting in a new start time of 6:45.
3. Compensate, retroactively, all Reduction Operations, B Casting Operations employees and Anode Bake Furnace Operations employees who worked during the period from September 18 (implementation date of WFS) to the date the change becomes effective (date still to be determined), 5 minutes per shift worked. Please note: the rates are those as outlined in the CLA. Overtime rates are applied to the nearest following one-tenth of an hour. The 5 minutes will actually be 6 minutes at overtime rates.
4. Should these measures prove unsuccessful or other workers be identified as having similar issues with completing their shower within their designated work times, the parties agree to discuss and resolve accordingly.

Dated this 22 day of December 2023.

On behalf of:

RIO TINTO – BC WORKS,
BC Works, B.C.

Mark Hurst

Mark Hurst, Director HR
BC Works

On behalf of:

UNIFOR,
LOCAL 2301

M. McLlwraith

Martin McLlwraith, President
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