UNIFOR Local2301

BULLETIN

Kitimat Smelter and Kemano Power Operations Workers

WHERE THERE'S SMOKE, THERE'S FIRE

There are currently **584** grievances in the system. The breakdown of those grievances is as follows:

- **164 Grievances - Contracting Out of Operations Work Violations**
- **274 Grievances - Contracting Out of Maintenance & Repair Work/No Notification Violations**
- **31 Grievances – Related to Overtime Violations**
- **44 Grievances – Unjust Disciplines**
- **5 Grievances – Related to Human Rights/ Harassment Language Violations**
- **2 Grievances – Related to Health & Safety Language Violations**
- **1 Grievance – Related to Apprenticeship Testing Scheduling Violations**
- **7 Grievances – Related to Earned Leave Language Violations**
- **1 Grievance – Related to Duty to Accommodate Violations**
- **6 Grievances – Related to Seniority Rights Violations**
- **2 Grievances – Related to COLA Violations**
- **1 Grievance – Related to the Company Refusing to Pay a Certain Group(s) of Employees the Signing Bonus from 2025 Bargaining**
- **34 Grievances – Related to Staff Performing Hourly Work Violations**
- **3 Grievances – Related to Shift Change Violations**
- **5 Grievances – Related to Temporary Employee Language Violations**
- **1 Grievance – Related to Grievance Procedure Violations**
- **2 Grievances - Related to DIP Language Violations**
- **1 Grievance – Other**

In our view, this demonstrates that the "New Way of Working Together" agreement coming out of the 2021 Labour dispute is not working properly. The Company and the Union have met several times in an effort to resolve grievances. In our view, the Company

does not want to resolve any grievances on the record. Even if we can demonstrate a clear violation of the CLA, the Company will only agree to grievance resolve language that stipulates that the settlement is without prejudice and precedent, that cannot be used as a cross-reference in the future. Our preference is to resolve grievances on their merits. If it is determined that a violation has occurred, then the grievance resolve language should reflect that on the record in the settlement. This way it should prevent reoccurrences of the same violations and/or grievances over and over again.

We have an arbitration scheduled for September 2026 that will be dealing with the bulk of the Contracting Out of Operations Work Violations Grievances. We are hoping to deal with the bulk of the Contracting Out of Maintenance & Repair/ No Notification Violations Grievances at an arbitration hearing in the near future.
We have negotiated five sets of arbitrations per year. Each set of arbitrations consists of five days. History shows us that we rarely get more than one case heard per set of arbitration.

In order for you to visualize the magnitude of the challenges that we face as a Union, just the alleged CLA violations and/or unjust discipline grievances in the system would take 14.6 years to have heard at arbitration using our normal annual arbitration schedule. This doesn't even include all the Contracting Out Violation Grievances, numbering in the hundreds.

Over the last 13 years the number of alleged violations that resulted in grievances in the system has skyrocketed. Our Union has employed many different strategies and worked very hard to resolve the thousands of grievances during that time and we will continue to do so, but in our view continuing to resolve grievances off the record does not serve the Membership's best interests.

As Members, please continue to report violations of our CLA, give the area an opportunity to rectify the situation, keep good notes and engage with the Shop Stewards in your areas. If the area will not rectify the situation, please continue to file grievances.

YOUR UNION AT WORK!

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