



## **MPMC Bargaining Bulletin #5**

### **For All Mount Polley Employees**

#### **Efforts to Reach Settlement are Unsuccessful Strike Continues**

June 23, 2018

#### Summary

- The Union told the Company that "one of the top concerns" of employees is special projects and temporary employees.
- That puzzled the Company. The Company believes that special projects and the use of temps don't negatively affect regular employees at all.
- In order to move towards settlement, however, the Company developed extensive new language to address the Union's complaints.
- In the late afternoon on Friday, the Union rejected the Company's proposal.
- No further bargaining meetings are scheduled.

#### Details

The Company and Union Bargaining Committees met with Labour Board mediator Dave Schaub on June 21 and 22.

Preliminary joint discussions on the morning of June 21st reviewed and confirmed the list of the outstanding items. The mediator then met separately with the parties. In the meeting with the Company, the mediator told us that the Union's biggest outstanding issue was its proposals to limit the Company's use of special projects and temporary employees. The Union later said that the issue was "the top concern" or "one of the top concerns" of the union membership.

The Union's proposals on this matter would limit the Company in a number of significant ways. For example, special project work would be restricted to work ordered by federal or provincial governments. (Work necessary to meet safety or engineering requirements in order to *avoid* a government order would no longer be a 'special project'.) Moreover, the Union is currently going to arbitration, seeking to restrict the past practice of using temps to relieve employees on long-term leaves.

In the Company's view, the existing provisions contribute to the efficient operation of the mine. We are puzzled at the Union's concern. None of the current contract provisions or past practices have any negative affect whatsoever on regular employees.

In spite of this, the Company undertook to develop language to resolve the matter. The Company Committee spent most of the afternoon and evening of June 21 working on a language proposal. On the morning of the June 22, we presented the Union committee with our proposal – a page and a half of new contract language.

Our proposal clarified the existing provision to include previously accepted past practices. It also added a number of significant restrictions on Company's rights. These include a limit on the number of temps who could be used to replace regular employees for vacations and for long-term absences. In a brief discussion of our proposal, the Union complained that we hadn't also proposed a limit on the number of employees who could do special project work. We pointed out the difficulty of predicting the nature of every special project (like those that followed the breach of the tailings pond).

The Union Committee spent most of the rest of the day in caucus. Shortly after 3:30 pm, the Union asked the Company back for a joint meeting. The Union did not counter-propose language to address its specific concerns regarding special projects. Instead, the Union gave us a short proposal that maintained all of its restrictions on special projects, and also deleted language in the present agreement allowing the use of temps for vacation relief. The only small gesture towards the Company's position was the Union's acceptance that temps can continue to be used for belt watch!

So, after two days of negotiations on the issue, the net result of the Union's position is that it accepts past practice on the belt watch but it proposes eliminating the use of temps for vacation relief.

In the Company's estimation, the Union went backwards – moving further away from the settlement zone. As a result, the Company has concluded that the Union isn't willing to address outstanding issues realistically at the present time.

This bulletin is authorized by  
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