

## Ratification Short Form Document

**This is the point form document for review, please read the entire ratification long form document which has all changes in long form.**

6.02 – Two more arbitrators added and revised rotation

7.05 – Shop stewards involved in ALL investigations, not just formal ones

8.04 (c)– Monday to Thursday instead of Friday for Union Chairs

9.05 (f) – Added Art 11.10 / 11.11 right to refuse language to temp supervisor language

9.12 (b) – recall rights to shifts or crews for employees who are forced off them, as well as language to prevent shift/crew transfer abuse, plus monthly posted updates

9.16 - Contracting out chair added to lay off language

10.12 – Housekeeping (maternity instead of pregnancy)

11.01 – General manager instead of Human Resources

11.02 (b) – Disagreements of incidents or investigations escalate to OSHEC co-chairs for resolve, also Preliminary Incident Investigation Tool (I-Auditor) is now in the CBA

11.07 – agreement to establish a database for crew safety minutes

11.09 – RCMP called if there is a fatality, 4 days of instead of 1

11.10 – Agreement by both parties to use Joint Work Refusal Forms (Right to Refuse Forms)

11.13 – Agreement to manage and maintain a Safety Complaint Database

11.14 – Deletion of “radius of the mine site” when injured at work and sent to the hospital

11.17 – Addition of PAPR’s and specialized safety equipment

11.17 – Addition of “shovel crew and shift crew field rovers” for an extra pair of boots per year

11.18 (b) – Added “cooled” to lunchrooms, as well adding sanitary ice to the Mill

11.19 – All vehicles need logbooks now

11.20 – Housekeeping (WHMIS 2015)

11.21 (a) – The Company shall report environmental issues to more parties

11.21 (b) – Added “gas detecting” equipment to ERT training

11.22 – Monthly report to Union of all contractors safety

13.12 – Housekeeping (manpower to personnel)

13.12 – Housekeeping (is/as)

13.16 – Banked overtime language changes to eliminate black out period

14.05 – ESA example changes

16.03 (c) – no more blind bidding on vacation for crews (like mine operations)

16.04 (a) – no more cap on vacation pay hold back, and can be cashed out anytime

16.07 – linking 17.01 (f) to this language

17.06 – leave of absence for Members of Indigenous governance

17.07 (a) – Housekeeping (Pregnancy/Maternity)

17.08 – Maternity and Domestic or Sexual Violence Leave added to Leave’s of absence

18.02 (a) – No changes to the CBA by Sunlife during the term of the contract

19.01 (b) – If your STD claim is in dispute, HVC will cover your STD claim for up to 6 months

19.02 – CRA rules for payment after employment ends

19.13 – hearing tests on company time

19.17 – Establishment of an Joint Indigenous Committee

20.04 (b) – questionnaire language added to trades disputes

21.01 – removed permanently from tech change language

21.03 (a) – more safe guards around tech change

21.03 (c) – Longer payment for employees affected by tech change

22.07 – printed certifications for training records

22.18 (c) – Leach plant or cyclone operators can move into any level with previous qualifications

22.25 – Back up lists provided to the Union every three months

22.34 – Only 3 months instead of 6 to withdraw from a posting you don’t move into

23.04 (b) – Accuplacer for all apprenticeship testing with reimbursement on completion

23.11 – Certified Warehouse schooling changes

23.12 – Welding apprenticeship schooling changes and MPAW changes

23.13 – Company will rent equipment or send people to locations for training of crane apprenticeships

#### **Wage Grade Qualifications**

- Addition of a junior account analyst at wage grade 6
- Changes to education for accounts
- Analyst education changes
- Materials Analyst education changes
- Mine Technician education changes

- Mine Engineering education changes
- Process Systems Technician education changes
- Chemical Technician education changes
- Metallurgical Technician education changes
- Utility person and mill services housekeeping (bob cat/skid steers, cat/front end)
- Building Service Workers – 10 months from 12 to get to top level wage

Major changes to the human rights policy, with mandatory deadlines for investigations

Appendix B – Changes in apprenticeship hours based on ITA

LOU – Contracting out – interpretation guide

NEW - LOU – Dust suppression – new LOU with deadlines to deal with dust in the pit areas

LOU – Filling of Vacancies Within a Line of Progression While on Mat/Pat Leave

LOU – Modified Work Program – include pregnant to employees who can use on site rehab

LOU – Mill Support Trainer – Dayshift or Process – clear lines between the two jobs

LOU – Building Service Workers – BSW's will all become Mill seniority

LOU - Tire Repairer – Hours instead of time

LOU – Utilityperson Position – Mine Maintenance – housekeeping

LOU – Movement between accounting analyst 1, materials analyst 1 and plant analyst line of progression – education

LOU – Existing LTD recipients – housekeeping based on increases

NEW – LOU – Sunlife resolution committee – a joint committee to deal with Sunlife issues with 2 union reps, 1 HR, 1 Teck HR and 1 Sunlife rep to meet monthly

NEW - Joint work refusal form – example

- Employee guide book and disability guide book with CBA language on front page

- Lines of progression changes – Chemist deleted

- Lines of progression changes – all journey person jobs are now starred, so they are all company seniority moving forward for job postings

NEW - Letter of Intent – Trial Occupational Health and Safety –

NEW - Pit Washrooms Settlement – mandatory language for the pit operation washrooms

NEW - Voting Leave – Indigenous Committee – 4 hours to vote for chief and council

Letter of Intent – Covid sick pay coverage

- \*13.10 – Increase to 4x4 continuous shift premium from .60 to .75 per hour (retro to Oct 1<sup>st</sup>, 2021)
  - \*14.01 – Extra stat - National Day for Truth and Reconciliation added when legislated by government
  - \*14.02 – ESA rules implemented for Stat days – work 12, get paid 12. (This is retro to Oct 1<sup>st</sup>, 2021)
  - \*14.07 (c) – Extra DIL slots based on crew size
  - \*18.01 (a) - \$1,200 to \$1,400 for paramedical
  - \*18.01 (a) – Added \$2,500 mental health language coverage
  - \*18.01 (a) – Added prescribed contraceptives
  - \*18.01 (a) – \$300 to \$500 for Health and Wellness Benefit, as well as it's now in the CBA
  - \*18.01 (a) – Group life increased from \$80,000 to \$100,000
  - \*18.01 (a) – AD&D increase from \$80,000 to \$100,000
  - \*18.01 (h) – STD increased from \$800 to \$850 per week
  - \*18.01 (h) – Decreasing the waiting period from 1/4/52 to 1/3/52 for illness or injury
  - \*18.01 (?) – LTD increase from \$2,100 to \$2,200 per month, plus this is now paid semi-monthly
  - \*18.01 – Basic Benefit rate changed to reflect this contracts pension changes
  - \*18.01 – Deletion of termination benefits (CRA rules)
  - \*18.01 – Death before retirement changes (CRA rules)
  - \*18.06 – Birth mother top up on EI for 17 weeks
  - \*19.09 - .10 cent increase on all tool allowance (retro to Oct 1<sup>st</sup>, 2021)
  - \*23.09 (b) - \$500 to \$750 for textbooks
  - \*23.09 (c) - \$1,300 to \$1,750 for schooling
  - \*23.09 (d) - \$100 to \$150 for weekly living out allowance
  - \*23.09 (e) – Apprentices can get reimbursed upfront for textbooks and tech training
  - \*LOU – Potable water / waste water treatment operator mill operations – increase to WG 9 from 8 and increase based on tool allowance
- Finally – NO COMPANY CONCESSIONS (no 13hr shift, no pension reductions, no medical reductions, no drug caps)
- Wages – 2%, 2%, 2%, 2%, 2% - 5 year deal – retro back to Oct 1<sup>st</sup>, 2021
- Signing bonus of \$20,000 for all active employees (STD, WCB, mat/pat leave) including all retirees from Oct 1<sup>st</sup>, 2021, to be paid into a lump sum payment or RRSP (CUMIS), or combination of both.