



Bargaining Communiqué

**to BHP Billiton Canada (Ekati) Employees
PSAC Bargaining Unit**

Tentative Settlement Reached!

August 18, 2011 – The Union Bargaining Team is pleased to announce that a tentative settlement was reached with BHP Billiton Canada Inc. on August 17, 2011. Your Bargaining Team is recommending acceptance of this contract.

The new collective agreement includes:

- ▶ 3-Year contract September 1, 2011 to August 31, 2014;
- ▶ a complete revamping of the pay structure including
 - a pay grid with Ranges and Grades;
 - everyone placed on the pay grid: pay improvements
 - compressing the different between the bottom and top of the grid each year of the contract: pay improvements
 - economic increases according to the Canadian Consumer Price Index for Yellowknife;
- ▶ Northern Travel Allowance increased
- ▶ guaranteed yearly amounts spent on merit adjustments
- ▶ improvements to vacation leave
- ▶ improvements to bereavement leave
- ▶ improvements to dental and medical insurances
- ▶ increase to the Northern Social Justice Fund to support Northern community issues
- ▶ paid time-off for Union President
- ▶ increase in minimum overtime ½ hour
- ▶ unpaid hunting, fishing, or food harvesting leave
- ▶ improved pay rules for apprentices
- ▶ seniority applies to eligible voluntary redundancy packages
- ▶ Fox Pit Lunchroom issue resolved
- ▶ JUMC to discuss future Ekati closure plans

Ratification meetings will be held as follows:

September 19th at 7:30 PM at non-smoking lounge
September 20th at 7:30 AM at non-smoking lounge
October 3rd at 7:30 PM at non-smoking lounge
October 4th at 7:30 AM at non-smoking lounge

Please attend one of these ratification meetings to cast your vote.

An employee who is on scheduled vacation or attending an apprenticeship course, and cannot attend one of these four (4) meetings, you may still vote if you provide your name and contact details; see below.

We encourage everyone to vote in this ratification process for your new collective agreement.

Steven Walsh Ivan Landry Tom Laviolette Gary Morrison
Stephen Bedingfield
PSAC Bargaining Team

I wish to vote in the PSAC ratification vote but will be on vacation or attending an apprenticeship course.

Drop this completed form off in the white box at the Union Office on site or email Steven Walsh at local3050@unw.ca by September 8, 2011.

Name: _____

Address: _____

Telephone _____