



May 16, 2018

Communiqué #2

**To: All UNW/PSAC Local 3050 Members
Working at Dominion Diamond Mines**

Employer Threatens Lay-Offs

As you have probably heard by now the employer has threatened to lay-off 150 entry level workers who are members of the UNW at the Ekati mine by October 1, 2018.

The employer says that they will replace these union jobs with contract workers.

The employer is citing "absenteeism" and costs associated with what they characterize as a "serious and unsustainable situation."

The employer has not provided any statistical data supporting their claim of an absenteeism problem. They have not broken down the "absenteeism" situations nor how it relates to any legal obligations with duty to accommodate. Nor have they linked the "problem" to this group of workers. The Union has no evidence that they have even considered looking at different ways to work with unique northern circumstances (such as limited flights to and from site).

They have simply renounced their own managerial responsibility by insisting that the Union make alternative proposals that they MAY consider. Why aren't they dealing with individual situations as they arise, instead of penalizing an entire workgroup of 150 workers? The collective agreement negotiated by both parties outlines employee work/leave provisions, as well as discipline.

This is a typical example of blaming unionized workforce for the employer's poor management. It is purely a cost cutting mechanism to increase profitability for the private owner, and nothing short of union-busting.

The Union believes that the majority of the targeted jobs are filled by northern workers. The mines already struggle to meet their northern hiring requirements, and a decision to layoff even more northerners demonstrates their lack of commitment to our territory and our people.



Even if laid off workers are “lucky” enough to later get work with contract companies, they will have lost their pensions, job protections and benefits, and they will take drastic pay cuts.

Members, talk to your friends and families. Ask them to talk to MLAs about supporting northern unionized workforce. Encourage politicians to consider the impact on Socio- Economic Agreements, and address the lack of commitment to the Impact Benefit Agreements with local Indigenous organizations.

YOU are the Union, and TOGETHER we will fight for these jobs.

For more information talk to your Local President.

Please stay tuned for further communications from your Union.

In Solidarity,

Todd Parsons, UNW President

Ian Kelly, Local 3050 President