

REGIONAL VICE PRESIDENT'S REPORT

NEB MEETING

VANCOUVER, BRITISH COLUMBIA

OCTOBER 28, 1991

In November, 1990, Giant Yellowknife Mines was sold to and taken over by who is known as Royal Oak Mines Inc.

I'd like to begin this report, by informing you on Royal Oaks, Vice President of Operations, Mr. Micheal Gross. At the beginning of the take over Mr. Micheal Gross called the local #4 executive to a meeting so that he could introduce himself and Royal Oak Mines Inc.

The only issues that stick in my mind about his meeting with the executive is that Mr. Gross gave a talk on the companies positions on Safety and Health at Royal Oak Mines. He spoke on how they planned to bring their policy into place.

Mr. Gross had also stated that he has tried all different ways to promote Safety, some of these ways were to pay money, or to give safety awards. He states that the only thing that will really work is to put the responsibility onto the foreman and onto the workers themselves. He was at this meeting to make us aware that if the workers do not come around to doing things the way Royal Oak Mines wants, they can and will loose their jobs. The second issue he touched on was that the company will do what it sees fit to operate the mine and if the union does not like it, GRIEVE IT.

This company is so set against the union that it has become an everyday battle of one thing or another. They are totally unapproachable, there only goal seems to be having total unlimited control of their employees, without being accountable to any one but themselves.

As we are aware, most companies believe in the quality work life system. Royal Oak is no different, making attempts to have the union come on side and to become a part of the management team. Of course this comes with strings attached. Upon conclusion of Mr. Gross's meeting with us we had no choice but to say no to any and all of his requests. We will at no time in the future take to consider to change our decision on the issues brought to us by Mr. Micheal Gross.

COMPANY GRIEVES LOCAL #4

ROYAL OAK MINES INC. has filed grievances against Local #4 for the following reasons.

- 1) The company claims that the union is using our bulletin boards for controversial material such as informing our membership of details of past and current events of Local #4's national. They would prefer us to leave our membership in the dark.
- 2) Grievied us for directing the workforce. Because the shop stewards were advising our members not to sign their disaplining forms. We do not agree with this policy and the workers agreed.
- 3) That the Safety & Health members were not abiding by the safety rules to the best of their ability and not reporting unsafe conditions immediately to management.
- 4) A grievance was filed for the Union not providing six permanent names for the Joint Safety & Health Committee.
- 5) We were grievied for using outside agencies - Went to arbitration and won by CASAW.

ARBITRATION

I believe C.A.S.A.W. is now eight for eight in the Arbitration department against this company. With our two most recent in August being the cases of Dave Mad Dog Madsen and Bonnie Nordahn.

Dave was unjustly fired and Bonnies case was the company grievied the Union for helping her file a sexual harassment charge with fair practices. The arbitrator dismissed the grievance, stating that the Union has the right to help their membership.

LAY OFFS

We were hit with forty plus lay offs and a number of attempts to ignore our seniority clause. Although ignoring our Collective Agreement is a common occurrence with this company. With a little work things fell into place.

Two miners were unjustly fired, the union did get their jobs back, but not before the company tried to force them to sign a yellow dog contract. Giving up their right to grieve for a period of one year. Our members did not sign any documents.

In the following paragraphs, I will try to briefly outline the events between Local #4 and Royal oak Mines Inc.

GRIEVANCES

Royal Oak Mines Inc. has at one point in the near past, told us that they expect the union to drop all grievances that occurred prior to their take over from Giant Yellowknife Mines. We did, at once refuse to adhere to Mr. Micheal Gross's request.

Royal Oak Inc. routinely denies all grievances in an attempt to force the union to waste It's resources and time fighting grievances that should be settled at a lesser stage of the procedures.

Royal Oak Mines Inc. informs us quite often that they will run the mine just as they please and they've told the local to grieve any issues it wishes to. The Company knows that grievances can take months to be heard, this is why they keep telling us to grieve complaints some issues can take years to settle by the current grievance procedure.

Royal Oak Mines Inc. has also attacked us in Local #4 S. They cut our security staff down to two employees. They've assigned much of their work to staff employees. The two hourly guards work straight nights from 4:00 pm to 4:00 am. They are intimidated daily by the company, with little recourse for them to take. We are currently putting a case together under the grievance procedure this will be a long drawn out process for all concerned.

Royal Oak Mines Inc. has put our skiptenders on a 6x2 continuous schedule for the purpose of cutting out overtime. They also have put the hoistman on a 5x2 continuous schedule for the same reason, no overtime.

The union should have been consulted to allow for a mutual agreement to this scheduling but was not. The company wanted the union to sign a blank permit for the skiptenders, saying that they would submit to Labour Canada to have this schedule ok'd.

After a number of refusals the company finally filled in the blanks and told us what they were up to. Referring to a section of our C.B.A.

The company again tries to force the union to sign a blank permit over the hoistmen schedule. The union did refuse to sign and will never submit to these kinds of demands. They did however impose a schedule of their own in the face of the unions objections. The companies issues of scheduling is currently being grieved, we are also examining other avenues to resolving this matter.

In August 1991 five members were laid off Harry Seaton - Vice president of Local 4, Bob Kosta - Sec/Treasurer of Local 4, Steve Peterson - Chairperson of Safety & Health and a member of the Grievance Committee for Local 4, Gerd Lamberson - off with back surgery and old Smokey Joe - Dryman. This was all done to get at Peterson being he was the only one to lose his job.

SAFETY & HEALTH

We are facing an increasing amount of Safety & Health issues due to the lack of co - operation on the companies part, as they will not deal with the issues at hand. Instead they have fought tooth & nail with the Union Health & Safety Committee trying to keep a muzzle on us and keeping us from going to the outside agencies, such as the Mines Inspection Branch. Royal oak has said and wants us to believe that if it is a Giant problem then lets leave it at Giant and we will take care of you.

Royal Oak has gone as far as to use Mine Inspection Branch against the Union, you guessed it, in some cases they manage to cloud up the whole issue at hand and get away with it. This company has already hired one of the mining inspectors after an incident out at the mine site, and now we have the second one on the way starting in November, after a shaft incident. We are still looking into the possibly of getting charges laid for violation of the Mining Act.

Royal Oak laid off Steve Peterson chairperson of Safety & Health at the time, because of Steve s persistence and willingness to speak up and not fold under company pressure.

On October 16, 1991 Bonnie Nordahn received a three day suspension and three steps under the company policy for insubordination. Bonnie had agreed to replace Steve as chairperson until Steve has his fate decided on. Bonnie was approached by the Safety Superintendent and the General Manager of Royal Oak. She was told that they wanted meet with her. Bonnie knowing that the Union policy is that we do not have private meetings with management and after the company would not tell her what the meeting was about, Bonnie asked for a Union rep or shop steward. She was refused and decided not to meet with management by herself and was told that she was suspended.

EMPLOYEE IMPROVEMENT PROGRAM

Royal Oak unveils the notorious " STEP " or Discipline Policy. Aimed at attacking the membership and singling out what the company calls trouble makers or lazy employees. The campaign of intimidation against members and shop stewards continues. The company began a campaign of intimidation against the shop stewards and the membership by trying to intimidate the members not to use the shop steward during counseling sessions or discipline hearings. When the members involved insisted on having Union representation the company would threaten the steward with insubordination, if he spoke up on behalf of the member.

The Union has repeatedly objected to this policy, and as usual has been ignored. The company refuses to explain how the policy works and therefore it is being abused by some of the company reps by writting up employees on the step system they can put alot of pressure on a guy to keep him were they want him, because of his job being on the line.

WORKER COMPENSATION

Royal Oak has tried very hard to keep this Union from appealing to the Worker Compensation Board about reprimanding members who have gotten hurt on the job or has had an accident. The company has tried to intimidate workers from reporting accidents.

We all know that if there is no report made and some where down the road there are problems, the worker may not be able to claim benefits. According to Royal Oak Mr Werner in fact we have no right to interfere with Worker Compersation. As they put it " You do not pay into it, so why should you have any say in what happens or goes on with WCB." There has been times where there has been no file started or reported.

LETTER TO THE PRESIDENT LOCAL4

A letter was sent to Bill Schram by Michael Werner General Manager of Royal Oak. He has stated that Bill will no longer be aloud on the companies property unless he is there to talk to management or to work his shift.

UNDERGROUND BONUS

The company has taken it on them selves to cut the bonus as they want and when they want. Terry Byberg underground superintendent made the statement that " no man is worth \$ 5000.00 a month " How soon they forget that those of us that

make that bonus, pay for it in the long run. When your body starts to give out. Most miners work for bonus not the wage.

COMPANY EQUIPMENT

Royal Oak came up with a plan to have the operators of their machines to pay for any damages done to the equipment through being negligent or wear and tear. A call to the Labour Board put a stop on that in a hurry. Its about time those guys have done something for us.

MEMBERS POCKETS

In December of 90 Royal Oak announced that the childrens Christmas party was no longer needed at the last minute, This party has been a tradition for years. And of course the hourly employees no longer needed their Christmas bonus no more either. So just last month the company gave the guys something to smile about, they arbitrarily reduced their air fare that the collective agreement requires them to pay by 25 % again just ignoring the Union.

LOCAL 4 EXECUTIVE

Royal Oak actually tried to force the executive of local 4 to order our membership to take down all the C.A.S.A.W. stickers on the property. They made guys change their helmets if they had stickers on it. They paid a guy to go around and take down stickers, they finally gave up someone must of came to their scenes and knew they were losing the battle.

All through out this year Royal Oak has been after the Local 4 executive to make contract concessions on behalf of the membership. The request has been repeatedly denied. We are now looking forward towards negotiations and hopefully a new contract.

But by this time it has become clear that this company is trying to break this Union by swamping us with work and forcing us to use up all of our resources (not to mention our patience) We have sources that are telling us that the General Manager has made various statements that he will indeed break us . I think we may be in for a little surprise. Anyone in a position as his to make comments like I have already broken two Unions and this one is next. (The two Unions were American if it even happened) (2) After these negotiations there will be no Union here. He must not really be a thinking man.

Just on a lighter note and a few things that might interest

you.

Margarett Whitte President and C.E.O. of Royal Oak Mines was in town on the 4 th of October. She was here to talk with the Staff and throw them a Cocktail Party. She was to talk to them on company planning, staff pay raise that was promised to them over a year ago, and still do not have. Its also my understanding that she has offered a staff bonus plan and a staff fitness program.

The staff bonus is to be shares in the company and they will not be allowed to sell for over three years, and if you leave before that too bad so sad.

A few of the companies key results or, at least they hope.

- 1) Implement the Neil George Safety Program
- 2) Cagetenders to work 7 days a week without overtime.
- 3) Implement muck pile safety program
- 4) Underground Production (presently declining)
- 5) First half cost \$ 700,000 under budget on operating profit
- 6) 7 day work week for underground crews by September 15/91

Royal Oak Mines have been active outside of our work area and are purchasing other mining properties namely, Broulan and Porcupine Reef Mines. They are also purchasing and checking into other property interest in the NWT.

They have collapsed their gold hedging program as of September 6 1991, and that means the present value of this hedge is approximately 8.5 million u.s.

On September 6 1991 Royal Oak paid out their loan and is now debt free with a working capital of about \$ 4 million.

At this time I would like to thank Cliff Madsen of Local 1, C.A.S.A.W. National, and Local 1 for your support and good work on the Mad Dog and Nordahn arbitrations. Thank you on behalf of Local 4.

Sincerely,

Ken Cawley
Regional Vice President
C.A.S.A.W. National