

A TENTATIVE AGREEMENT HAS BEEN REACHED

February, 2nd 2010

After a long and difficult struggle, your Bargaining Committee is unanimously recommending acceptance of the “Offer of Settlement”.

When we started this process, we had 580 members working and 500 laid off, it was clear at the proposal and strike vote meetings that job security was the number one issues for our members. The company’s proposals were designed to take away our laid off and active members security with Temporary recalls and Temporary workers. After a tough set of bargaining, we believe major gains have been made in these areas. There will be NO Temporary workers or Temporary recalls. All members returning to work will have the same rights as any other member and their recall rights will be renewed, we negotiated a new benefit for those who wish to retire during the life of the agreement – a 10,000 dollar retirement bonus as people retire this should create new jobs, we negotiated the opening of Fraser mine - this will save 40 jobs at nickel rim and create another 100 jobs. Most importantly we protected and improved our pension plan, including being made whole for those who lost credits. People can retire with the security of knowing their Pension is safe.

Our membership has remained united throughout this journey and has to be commended for staying united. This allowed your bargaining committee to remain strong and firm on the main issues that our membership wanted addressed.

ECONOMICS

Wages and monies

- \$2,500.00 signing bonus to all active and laid-off employees.
- Wage increase of \$.20 in third year
- \$0.27 cent cola fold in from previous contract and COLA rolled in wages yearly
- ESP plan maintained
- Retirement Incentive of \$10,000.00 per employee for eligible employees who will voluntarily elect to retire with an unreduced pension during life of the agreement
- Company to pay for cost of bargaining in the amount of \$40,000.00
- Nickel performance bonus in addition to a modified existing Nickel Bonus system (higher floor price).

Pensions and Benefits

- 30 and out with a \$3,450.00 monthly pension
- Individuals who had lost time due to layoffs made whole for the purpose of retirement if employee elects to retire in the life of the agreement
- Pension indexing letter renewed
- Group life insurance \$55,000.00
- AD& D \$55,000.00
- Spousal Life insurance of \$10,000.00
- Retirees surviving spouses and spouses of retiree's life insurance increased to \$10,000.00 until age 65. This reverts back to \$6,000.00 thereafter.
- Vision Care to include up to \$1000.00 in laser eye surgery
- Orthotic insole coverage up to \$250.00 per year using a cost sharing formula of 80% paid by company and 20% paid by employee
- Maintain 1 year lag on ODA Dental Fee schedule
- Medical Awareness Program - \$25,000.00
- \$500.00 payment to low income pensioners and widows

Other Issues

- If promoted to staff position longer than 2 years would lose all seniority rights in P&M.
- Maintained T.L. Mine, Craig Mine and Fraser Mine as operations and included Nickel Rim South.
- Fraser Copper Re-transfer outlined for net gain of approximately 100 jobs.
- Introduced language to prevent pigeon holing as it pertains to individuals who have been bumped out of their classification or recalled out of their classification.

The Bargaining Committee would like to thank our members, the Retirees Chapter of our Local, the community, our CAW sister locals, the brothers and sisters from the other unions for their support during this difficult bargaining session.

Without the tremendous support brought forward by these groups, this settlement would not have been achieved.

In Solidarity,

Your Bargaining Committee:

Richard Paquin
Jerry Dias
Jan Romo
Marcel Charron

Guy Desloges
Tom Dattilo
Chris Browne