

## **Diamond Workers want you to know what we are striking for!**

### **Wages**

Union Position: Wages Increase each year of contract for every member—above rise in cost of living.

BHP Position: 1% increase for all and with right to continue practice of paying additional increase and bonus to favourites... where co-workers see up to \$18,000 difference with same job, experience, and seniority.

### **Seniority**

Union Position: Recognition for years of service for any lay-off or recall – while respecting and strengthening terms and conditions of the Impact Benefit Agreements signed by Aboriginal groups

BHP Position: Not willing to include in agreement – do not want to be prevented from laying off higher paid employees to replace with lower paid employees or laying off workers who may question their practices.

### **Job security**

Union Position: Language to protect current bargaining unit work and stop employer from increased use of contractors that would result in lay-offs.

BHP Position: Not willing to include in agreement

### **Vacation**

Union Position: Increase to Vacation time in relation to years of service – currently employees only get 2 weeks whether you work 1 year or 10 years. Union is asking for 3 weeks after 5 years of service.

BHP Position: Willing to give one additional floating holiday only (with strings attached) – so 2 weeks + 1 floating day whether you work 1 year or 10 years. And...in exchange your first 3 sick days would become leave without pay

### **Use of Scabs**

BHP Position: While claiming they will not use scabs or replacement workers, BHP introduced language to protect SCAB workers.

**Ekati Workers aren't asking for a "best in class deal"....just a fair one!**

Todd Parsons  
President , UNW  
President, X3050

Jean-François Des Lauriers  
REVP, PSAC North

Guy Willy