

Ekati Diamond Mine Workers are on Strike!

Union's Position	BHP's Position
WAGES	
Wages increase each year of contract for <u>every</u> member – above rise in cost of living	1% increase for all and with right to continue practice of paying additional increase and bonus to favorites...where co-workers see up to \$18,000 difference with same job, experience, and seniority.
SENIORITY	
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.	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	
Language to protect current bargaining unit work and stop employer from increased use of contractors that would result in lay-offs.	Not willing to include in agreement.
VACATION	
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.	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 <u>without</u> pay.
USE OF SCABS	
	While claiming they will not use scabs or replacement workers, BHP introduced language to protect SCAB workers.

***Ekati Workers are not asking for a “best in class deal”
just a fair one!***

