



August 13, 2020

**To: All Local 3050 members**

**Re: Manulife Benefits and General Update**

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The following is intended to provide some clarification and information regarding the employer's recent announcement of Manulife benefits ending Sept 29 for temporarily laid off employees and general update from recent discussions between the employer and UNW.

While the current extension to benefits is set to end on Sept 29<sup>th</sup>, the employer's hope is that Manulife will extend beyond the 180 days (Sept 29) and shared that they will be discussing further with Manulife mid-August. If Manulife will not extend, the employer will have to explore their options. Last Thursday, the Union asked the employer if they would be providing benefits directly if Manulife refuses the extension. They have committed to following up with the Union after their meeting with Manulife to provide any update.

At a Joint Union Management Meeting, the Local asked if the employer would consider offering another one-time payout of accumulated vacation hours. The request was made because some members had opted out of the payout in April as they hoped to return to work in August. Since the mine continues to be shut down until 4<sup>th</sup> quarter, some members are re-evaluating their financial situations. Unfortunately, the employer declined, due to the costs associated.

Last week we saw a few members return to work and hope to gradually see more in the coming weeks. The employer has departments looking at restart plans, which will need to be approved by the Washington Group and the court monitor, and they will then look at how to communicate plans to the employees. We will update once we hear further on this. The employer has committed to looking at ways to engage the Union. The Union and the employer have a meeting scheduled for next week to discuss.

If you have any questions or concerns, you can contact your Local 3050 Executive or RVP.

Ivan Landry  
Local 3050 President  
[local3050@unw.ca](mailto:local3050@unw.ca)

Kurt Bergstrom  
Kimberlite Regional Vice President  
[bergstk@unw.ca](mailto:bergstk@unw.ca)