



United Steelworkers Nickel Chain: Creating a Better Future Through Unity and Strength

We, as local unions representing workers employed by Vale operations across Canada, will work together cooperatively and strategically through increased communication, collaboration and coordination, to improve health and safety, workplace issues and collective bargaining throughout the chain. We recognize our strength is our solidarity and our members. Our goal is to improve working standards for our members as well as all workers across the globe employed by Vale.

We each have a rich and proud history and are recognized for our accomplishments on behalf of members and our communities. Working together can only improve our futures.

We also understand that building a strong chain will take time and resources from each local and the International Union. In order to be successful we must also respect the different situations and resources of each local and maintain a commitment to open and honest dialogue so that we can focus on issues that bring us together.

We shall continue to build global alliances through organizations like IndustriALL and ongoing outreach to unions around the world that represent workers at Vale. All members must work together to improve working conditions around the globe.

We shall refocus our efforts on increased cooperation and communication on issues that are important to our members. Those issues include but are not limited to the following strategies:

- Improved Health & Safety
- Dealing with Contracting Out
- Grievances and Arbitration
- To build Global and Community Involvement
- To ensure that wages, benefits and working conditions continue to be enhanced and protected
- For eliminating disparity between contracts
- To build strong, effective and strategic Local Unions
- Enhancing organizing opportunities

We are committed to establishing a small coordination committee responsible for overseeing the network and developing an effective communication strategy amongst the chain participants. The chain shall hold meetings in person or electronically as required but not less than a quarterly basis.

On an annual basis we will establish a work plan setting out objectives for the USW Nickel Chain. The work plan will take into account local union resources, provide a time line for completion and identify individuals and responsibilities.

Signed, on January 18, 2017 at Sudbury, Ontario, Canada

 Sherri Hawkes, USW Local 2020, Sudbury, ON

 Les Ellsworth, USW Local 6166, Thompson, MB

 Sean Sparks, USW Local 6200, Port Colborne, ON

 Rick Bertrand, USW Local 6500, Sudbury, ON

 Darren Cove, USW Local 9508, Voisey's Bay, NL

 Stephen Hunt, Director, District 3 USW

 Marty Warren, Director, District 6 USW