

NLRB

Update to Newmont Employees from OE3

Background

As you know, Nevada Gold Mines (NGM) has been proceeding aggressively with the full transition of Newmont employees to NGM. Although the Union has met with Newmont and NGM on numerous occasions, Newmont has continuously refused to meet and confer with the Union over the effects of the corporate change from Newmont to NGM. NGM has refused to meet and confer with the Union over the terms and conditions of employment for Newmont – soon to be NGM – employees. Further, the Union has continued to receive conflicting information and responses from NGM.

On December 3, 2019, the Union sent Newmont and NGM a demand to bargain and a request for approximately 19 items of information. To this date, neither Company has responded to a single item. Although the Union and NGM have met since then, and it claims it will provide the responsive information, we have yet to receive anything. Further, the Union's attempts to meet and confer over the effects of the joint venture on employees, and over the terms and conditions of employment, have been futile. The respective Companies have continuously refused to engage with the Union on these matters.

Unfair Labor Practice Charge with the NLRB

On December 12, 2019, the Union filed an Unfair Labor Practice charge against both Newmont Goldcorp and Nevada Gold Mines for: (1) failure to bargain with the Union over the effects of the joint venture and transition from Newmont to NGM; (2) refusal to bargain with the Union over the terms and conditions of employment of employees at NGM; (3) refusal to recognize the Union; and (4) failure to timely provide the Union with information responsive to its requests.

The Union's position is that even after December 23, 2019, when Newmont employees officially become employees of NGM, we are still your collective bargaining representative, and that NGM must recognize the Union and bargain with us over terms and conditions of your employment. Although NGM disagrees, the Union will continue to demand to bargain with NGM on your behalf, and will do everything it can to advocate on your behalf. This includes proceeding through the NLRB's investigation process.

How you can help

To best assist the Union with its charge against Newmont and NGM, please continue to do the following:

- Notify the Union about anything going on at the mines. If the Company proposes any new policies or asks you to sign any documents, notify the Union and get us a copy if possible.
- If you are disciplined or called into a meeting with your supervisor which you believe could result in disciplinary action against you, request to have your Union representative present.
- If you are asked to do something you believe violates the parties' Collective Bargaining Agreement, remember to comply now and grieve later.
- Sign Union Authorization Cards to show your support for the Union!!