



## NEWSLETTER

December 2007

### Members

*This has been a difficult year for our union. We have had many challenges to get through. Thank you to everyone for your patience and understanding as we build our knowledge and continue to train our many volunteers. We have provided our Stewards with the appropriate training as needed - concerning their role, the handling of Harassment and WSIB Claims and details of The Constitution and Collective Agreement.*

*The Union Stewards are in most areas of the plant and are there to represent this union in a professional and honest manner. The stewards have a responsibility to the membership and the union to resolve issues and to observe in investigations. They can't help you unless you DEMAND that the steward be allowed to attend. If the company tells you that "you are not being punished, it is only an investigation," then ask why you can't have the steward there, if there is nothing to worry about. Tell them you don't feel comfortable participating in that type of forum.*

*Harassment Stewards names are listed on the union boards and can be contacted if a need arises. When a member finds themselves in a situation, they need to approach one of these stewards in the hope of resolving the issue before it becomes a site issue. For further understanding of this role feel free to contact one of the stewards. All matters will be handled in a professional and confidential manner.*

*The WSIB Stewards are also available to assist you in work place issues related to how and when to file a report or to make sure the report is filled out and submitted in accordance with the WSIB expectations.*

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*The executive has a great deal of concern for the morale at this site, as we have never seen the membership so upset in the past 30 years.*

*We as a membership bent over backwards last January to help Invista save much needed dollars - by ratifying the collective agreement that saw many of the classifications wages frozen for three years, and allowing the creation of new classifications for the sole purpose of reducing wages permanently at the site. This provided millions of dollars in savings.*

*And now they want more...*

*We have been told to expect the DW plan to be changed to a 24 hour wait before you can be paid at the all time low of 80% of your wage rate. That's assuming that your Doctor will give you a filled out APR form so you can prove to the company that you in fact were sick.*

*With 24 hours less pay and 20% less sick pay the average employee will do as the company hopes and come to work sick, because by the time you pay for child care and gas, as well as the mortgage, hydro, taxes and the rest of the bills, you can't afford to live, so you have to come into work and make the rest of the plant sick as well.*

*At least the company will have stopped people from the evils of a smoke related illness such as smokers cough and too many smoke breaks. The smoking policy we have can be improved by you asking the FLS or COR, to please find the humane side of life, and provide a designated smoking area at the plant, at least during lunch breaks, so the shift people don't lose their jobs because they can't survive another moment without a cigarette! Remember that cigarette could cost you your job, if it is smoked on site.*

*Somehow this shows that the company is very much worried about our health and safety.*

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*The site also offers a mental health care program called EAP. This is a good free service for anyone to use and it really is good to have, if you ever get suspended with pay for a week or more, and are waiting to find out if you have lost your job because the company has to investigate your story first. Meanwhile, you sit at home, explaining to your children or spouse, that you are not being punished, because you are still receiving pay! You just can't go to work, because they have to prove your innocence first! The company believes this will ensure you are not a dishonest person or a danger to other employees.*

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*Please, everyone, don't do anything that would put yourself, or someone else, in harms way. Before you take that short cut to do the job quicker, so that management won't have to pay for overtime, because the crew is running short handed again, ask your self - "Is it worth a years pay waiting for an arbitrator to decide if you can have your job back?"*

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*Please also remember that if you want to get off the spinning machine and get a better wage, you must ask your FLS to put your name in for the trades classifications; Insulators, Millwrights and Electricians. If you don't push they won't respond.*

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*The KINWU website is updated and will become the future site of any newsletters and KINWU information updates. Use of the KINWU logo without permission is unlawful and subject to charges and prosecution. There have been at least two instances of unapproved use of our logo and they have since been discontinued.*

*Below is the official website address.*

*<http://doffersandarlingtons.com/kinwu.html>*

*To conclude, there will not be General Membership Meetings for the month of December as per Section 9.01 of the Constitution.*

*We would like to wish everyone a Merry Christmas & a Happy New Year and Holiday Greetings to all!*

*Your Executive Committee*