

KINWU Fall/Winter Newsletter 2009



General Info

We as an executive have had the time to adjust to our new roles, and the last few months have been busy to say the least. We have had many challenges over these past few months, and we would like to reflect on their outcome here.

The plant itself is quite busy and they are actually in a hiring position, as some machines are not being able to be brought up, due to the lack of members to run the company assets. We have come through the economic downturn, actually in a good position. It was unfortunate that the company did not have the foresight, when they saw it coming, and instead of jumping the gun and managing the membership incorrectly, they could have actually stood back and situated themselves better.

It was a shaky start to the year, with EDO selections, vacation drawbacks, and the work share program being implemented. We are still in the grievance process for some of this, as it was not managed in such a way, that it was fair to all. But we saw that coming and tried our best to cut it off at the source, but it **fell** on deaf ears, once again.

We were also quite busy with the union's only asset, which was the Union hall/ Banquet Facility. After the closure, we had tried, to lease out the property to help alleviate the financial drain it was still placing on the membership. When that failed, we decided for you to sell the asset instead, and get out from under the financial burden. With that, in June 2009, we had a signed agreement to **sell**, and have been in this process since then, with the outcome being, we will **needed** to vacate the building December 7, 2009.

Through this process we, as an executive decided it was within the membership's best interest to actually have the final say on the purchase of your asset. With a vote held over 2 days, the membership voted in favour to follow through with our recommendations. As we stated, it is now another part of KINWU history, and we have a new meeting place at 662D Progress Square, not what we had, but certainly as much as we need. The financial drain of managing a restaurant and banquet facility is now behind us.

2009/2010 Negotiations

We have also been preparing for this years upcoming negotiation, and have had a great response from the membership, as we had many proposals brought forward, that we reviewed and have been using at these talks. We had also decided as an executive that these would be closed door talks, and we will not be able to divulge any misleading information on what the negotiating discussions are. We would also like for you to continue to watch our website for any updates we may bring to you.

We have had a dozen days of discussion with company representatives, and have it has been a real eye opener. The executive is actually quite surprised on how inflexible this company is. We have proposed to the company over 30 proposals brought forward by the membership, and we have to date only had 1 real response to any. We really don't see that as a great leap forward. The company has managed to be quite vocal on the prospect of incentives. If we had more information than just the word, we would certainly pass it on, but that is all we have so far on that topic.

There is some housekeeping required in the C/A on certain articles, and they have told us what they would like to see, and we seem quite flexible, but haven't really heard anything back to our housekeeping items.

We have some key proposals that we are going to push for give on. We hope to be able to have a good discussion and negotiation process for this. We understand, or thought we understood what negotiations are suppose to entail, but you need to remember we are not doing any horse deals here.

This is what we see as a definition of negotiations, "It is a process by which the involved parties or group resolve matters of dispute by holding discussions and coming to an agreement which can be mutually agreed by them." We are still waiting for the mutually agreed to part of negotiations.

We have yet to decide where any **meetings & votes** would take place pertaining to the negotiations. Our new office just does not have capacity for us all, so we may have to lease something for **the meetings**. Please keep watching the website for information on votes and where they may take place.

We have your best interest in mind and will try our best to maintain your positions as to the best of our ability as we can.

Miscellaneous

With the final sale of the hall finally behind us, it might have been heard through the grapevine that the executive has decided that we will be setting aside money from the sale, to go back to you the members. We felt that since we don't have the asset anymore, and you had placed some of your union dues in keeping the place open this far, it was decided that members with at least one year and in good standing will receive a cash payout of \$17.00/year for each year in KINWU . We will have cheques sometime in the first quarter of next year (2010), so please make sure you check out your new union offices.

If you need to pass on this information please go to the website under contacts and send it to our secretary Donna. She will ensure your file is updated.

We would also like to have feedback from the membership, on anything pertaining to the union, and if we are serving you well. We can't fix it if we don't know it is broken. So no hesitation required on emailing any or all of the executive members, and letting them know what you think. We want to work for you, and put the union dues to good use.

We thank you for your trust in us, and remember to watch the site and company union boards for updates.

Merry Christmas & all the best for the New Year to you and your families.

Your Union Executive.