

## KINWU Winter/Spring Newsletter 2010



All Members,

It is with a big thank you, from the Executive, the support you gave us in the negotiating process we just went through and ratified a new agreement between KINWU and Invista. We have a new contract in place now, set to expire January 27, 2013. We hope to again, at that time, improve upon what we had started, but there is a real good chance there will be an entirely new executive to manage this process. We did some things differently when we presented the memo of settlement, and have had mostly positive feedback with the process we went with. If you can think of any improvements, just let us know.

The DuPont negotiations started February 16, 2010, and we expect to ratify that agreement very quickly. We will try our best to get an agreement that all DuPont employees are happy with.

Once those negotiations are completed, the executive will be able to then focus all of our energy on getting some possible training for programs in place to help the membership, i.e. stewards, harassment, WSIB. We will keep you posted at a later date on what we can offer you. If there is anything that you feel would benefit the majority of the membership, let the Executive know, and we can certainly look into whether it would be feasible or not. Just bring a motion forward at a general membership meeting.

With the new contract in place, the Executive needs to remind you also, that if there is anything you don't understand, get in touch with us and we can try our best to get the answer to you. We do need to remind all members, that when you get your performance review, ensure you add comments into the area that allows the employee to comment. We are expressing that you make comments in both directions, good or bad, then ask for a copy, if you so choose. This will be the only way we will have to be able to help you when it comes to our attention that you don't agree with what is written. We managed to allow this to remain part of the grievance-arbitration process. It will help us, and you down the road, if the need arises.

A few executive members are in the last few days of DuPont negotiations for their new contract, and we must say it is a breath of fresh air. At the table the discussions have been going well, and the Executive at the table, longs, to have that same employee-employer relationship.

We did state we will be focusing on, and staying in the same direction, of accountability, to the membership. We are all open to your suggestions for improvements, and are constantly working at improving the Union as a whole. We are looking at keeping up the education process for our stewards,

as well as the Executive. We all feel that education is the key, to helping us help you, when the time is required.

As the winter months are closing, and spring is on the horizon, the Executive is tossing the idea that we could possibly hold General membership meetings less frequently through the winter months, for the fact the last 2 had some serious weather factors to consider, and we want all members to be safe, and don't want to risk serious injury driving in this type of inclement weather.

Once again, thank you for your support during negotiations, and we hope that you all get Exceeds on 2009-2010 performance evaluation, so you can all get that extra \$1.00/hr above and beyond your regular wage for the year.

For an update on the retirement gratuity that we no longer will be paying out for retirees, we have had our secretary going through everyone's file to ensure the time spent as wage roll is correct. Donna is almost complete, and when she has them completed, we will inform you by way of this website when you can come and pick up your cheque. You will need to provide identification before your cheque can be handed out to you.

Be safe and diligent out in the working world.

Thanks,

Executive Committee.