



All Members,

We are long overdue with this News Letter. It is time to remind everyone that we have some concerns that only an active membership can resolve. For the past 24 months we have brought your concerns to the company around jobs being done by staff or non union members. We need you to send an e-mail to the executive, any time you see a staff person or non union member doing a job that is normally done by a dues paying member. This needs to happen so we can further our complaint on this topic and to get more people hired into the union classifications. Since January 4th until February 15th 2011 there has been 16 people leave the union membership because they quit or were terminated or for other reasons.

If we continue to turn a blind eye to this activity then we are eventually going to lose more members and that means lower revenue for the union to fight Grievances and Arbitrations. This means the union won't be able to help people if and when they need support. We have reported several incidents of this issue to the company, but they say they only have one that they have heard of. This is not true. By the Company not telling FLS and others not to touch union jobs they are in fact saying go ahead and we don't have to call in overtime or hire anyone. You are the people that need to make this stop. You need to look out for all our jobs. This company is challenging this union on issues that our previous employer never thought of going after, or they had more integrity for employees and their jobs. We cannot stop this behaviour without your help.

The recent announcement made for our site is a very big gain for Kingston and the Company is very excited as well as the union and its membership. We believe that this site will be productive for many years to come and the Company should recognize this with a thank you to the membership for all of the hard work to make this happen and not a free coffee or a piece of cake but something of real value to the membership such as 15 sick days a year with pay for example.

Another concern for the membership is Performance Appraisals. A number of people have had theirs done, but you need to remember that if you don't think it was done properly or you disagree with something in it you should make a comment at the bottom of it or tell your FLS that you need more time to understand what they have written about you and that you will come back next shift to write your points at the bottom, and after you do that sign it and take a copy of it home to keep filed in a safe place. You don't need to sign it you can have a Union Rep sign it for you. Remember to keep your comments

clean and factual. Do not lose your cool. If you think that you should be an Exceeds then say why, and tell them what your reasons are. Keep everything at a professional level.

The company is dropping the ball around summer students for 2011. Normally applications would be out by mid February and start hiring for early May. This doesn't look like they will be ready in the next couple of weeks. So if you know someone that was hoping for a summer job keep your eyes open for them but they would probably have faster luck elsewhere.

Short Term Disability or STD clock reset, is a large concern for members in the plant. Some people have had to go with no STD left for pay and others have lost hundreds or even thousands of dollars in pay because of the policy process in Kingston. HR is looking at some small changes to implement to help a few people but not everyone. People with a serious disease suffer the biggest loss financially. They lose 24 hours pay each time they go off work because of Cancer treatments or biopsy or surgery and then follow up treatments such as radiation or Chemotherapy. This is a financial loss that not only kicks a family when they are dealing with a traumatic life event, but robs them of financial support at a critical time. How can a billion dollar company look at its self in a positive way after doing this?

This fall will be Union Executive elections and if you would know anyone that would be a good candidate start working on them now to think about running.

Thanks,  
Your Executive Committee.