



July 2011 Union Newsletter

Kingston Site is a changed place. Not just the equipment and the actual jobs along with our stand as a world class manufacturing facility, but the people are changing ...weekly! Prior to May 2004 we were looked upon by the community and the country and even the world as a Global competitor and an upper level workforce that was the envy of many people in the work force.

Today if you walk the streets of this city many people ask "how bad is it out there now? I've heard it is not a very nice place to work." When we hear these comments we want to tell them that they are wrong that we are a great place to work and a proud employee to be part of this site. Unfortunately this is not the truth. The site has lost the "care and concern for the employees" that we were part of for decades and this sites direction is spiralling lower each month. Since January this company has hired 25 MST that are still here, 5 have quit. They have also hired 8 maintenance people of which 7 are still here. We have lost 54 people so far this year.

The company has created the new MST classification for the purpose of using a person until they are of no value or get fed up with the pay level with no benefits. The company continues to bring in more MSTs and continue to lose almost as some each month. The number of regular employees is continually dropping at all levels of pay because we believe the companies care and concern for the employees is gone!

The site says it is treating people well and that not everyone is suited to this type of work. This includes people who have worked at this site for 5, 10, 20 and even 30 plus years. It is not the people who cannot work here it is the company that is not able to work well with the people. They continue to take away from everyone and continue to punish people for minor mistakes until they can't take it anymore or the company says we no longer want you.

We have record numbers of members being terminated over the last 5 years or so, or forced out to take their Pension money and working at other work in their 50's, because they decided they did not want to stay until 65 in this environment.

Moral is getting worse each year. This Union goes with every Grievance to Arbitration that our legal firm says we have a 50/50 chance or better to win. This year we are heading for a record number of Arbitrations. We just had a successful Arbitration; we successfully got an 8 year (long time member) back to work. We are in the middle of several cases now that the company isn't interested in resolving without spending several days in arbitration. We believe that both cases will impact most of our members. The policy and application of the progressive discipline system and the practice of following the Job Postings procedure, (where members are

properly informed and given a fair interview and seniority does carry weight) should be respected and enforced.

This Union finds that a lot of terminations are short term employees. After a year or so (in most of the cases less than a year) if they are fired by this company, the employee doesn't want to grieve at all. They just want to move on and find a job they enjoy with an employer that treats them fair and works with new employees instead of against them.

Dependability

This is a word that can cause your performance review to be a bad experience. The company always said that there was no real defined way to describe what all is assessed in the dependability part of a job posting interview or a performance appraisal. The fact is that HR has an exact structure for dependability, however it would seem they haven't reviewed it in some time.

WSIB CLAIMS

Know your rights and read up on WSIB and how to put a claim in. If you have a witness, put his or her name down. We have Level I and II Trained Stewards, please find them and ask them if this looks right before you send you're WSIB Claim Forms in.

If you find yourself injured at work you should always make sure that a Form 7 is filed by the company doctor. You can file the form 6 by downloading the form 6 off the WSIB web site or coming to see a KINWU rep or Steward the get it done. Remember that all the contact information for your UNION Stewards and Reps are posted on the 18 union boards around this site or you can email any of the executive from the web site home page.

We as the Executive are doing what we can for labour relations. We need your help as a member to bring the issues to us by e-mail or at the Site. Larry and Barry both have cell phones on 24- 7. If you are on a back shift or working a weekend and you need the Union please call. If we do not know an answer to your question, we will ask our legal team; who is only a phone call away.

Elections

This November, please think about running for a position on the Executive. We need your support and help to enable us to represent you properly.

Enjoy the rest of the summer, work safe and enjoy your time off work.

Your Executive Committee