



August 17, 2009

Sisters and Brothers,

This is the union's response to emails sent by the oversight group made up of David Wells and Colette Nemni **who did not** participate directly in the bargaining. While the company executive deems this collective agreement as a good deal, your union believes it falls short on your demands. The company appears to be confused on the Bargaining Committee having agreed to recommend the agreement and the fact that your Bargaining Caucus, made up of your local elected delegates, has rejected the offer. Your union wants to ensure that you, the membership, are not confused.

To present the Memorandum of Settlement to your elected Bargaining Caucus for their consideration, the Bargaining Committee had to agree to recommend this offer to the Caucus. The company was fully aware of this process which is why there were two wage offers – one, if the caucus accepted the offer and the other, if the caucus rejected the offer.

The bargaining rules were established in February by all of your local delegates at the Bargaining Caucus. "The Bargaining Caucus will make the final decision regarding the recommendation of acceptance or rejection that will be made to the members." While the Bargaining Caucus did not participate directly in the bargaining, they were the ones who held the membership meetings with you to formulate your original proposals. They are the group who deal with the day-to-day issues, such as; consolidations, downsizing, outsourcing, profile and they feel that this offer falls short of addressing your concerns.

The company has drawn attention to the MOA on outsourcing/contracting out that is being renewed in its entirety. Do you believe that the MOA has provided you, your Sisters and Brothers with job security since 2005? Since signing the 2005 collective agreement there are approximately 2,300 less jobs in Ontario.

The company has also pointed out that Post Retirement Benefits will be addressed by a joint committee but has not committed to anything further.

We believe you will support the Bargaining Caucus in rejecting this proposed collective agreement ... **REJECTION DOES NOT MEAN A STRIKE!**

**YOU HAVE HEARD FROM THE COMPANY - NOW COME OUT TO HEAR WHY YOUR BARGAINING CAUCUS IS RECOMMENDING REJECTION!**

In solidarity,

Chris MacDonald  
John O`Dell  
Jackie Lys  
Brenda Philp

Dave Bosveld  
Lisa Pritchard  
Noel Burgon

Richard Desilets  
Bobby Pearsall

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