

## **Hey Old Dutch employees.... Why Vote for a strike?**

Here's the main reason. IF YOU DON'T, YOU WILL HAVE LITTLE CHOICE BUT TO BOW BEFORE OLD DUTCH MANAGEMENT AND ACCEPT THEIR OFFER!

The company offer is offensive in a variety of ways. The economics alone are a serious problem. Do you want your union to be weak and to accept this offer?

- ❖ Entry level employees will only receive a 2008 increase of FIVE CENTS per hour in the company offer presented in September. (The union is not sure if this money, and other 2008 "money" is still available but we will be asking the company in March). The 2009 increase for entry level employees would only be 25¢ for those employees if the union bargaining committee took the company offer.
- ❖ Are you a manufacturing technician? 45¢ per hour is the company's proposal for your wage increase this year! They had proposed 65¢ for 2008. The union obviously, did not dignify this with a response!

Is any of this money retroactive? The COMPANY, HAS NOT OFFERED RETROACTIVE PAY FOR ANYONE! EVEN IF THEY DID, IT WOULD BE NICKELS AND DIMES.

- ❖ Level Ones, say the company, deserve even less. 40¢ per hour is their offer for your wage increase this year! But don't worry, in 2010 they say you'll get a 40¢ increase as well. In 2011, because you'll be so rich, they say you will only deserve 35¢!
- ❖ Level II's and Level III's are looking at wage increases of 40¢ and 65¢, respectively in 09! Will that pay your bills this year!
- ❖ The company's offer for maintenance employees is as pathetic as it is for others. OLD DUTCH bought Humpty Dumpty in recent years for 26.7 MILLION DOLLARS!

Apparently in 2009, according to Old Dutch Calgary, highly skilled ticketed maintenance workers are only worth about a 3% increase in a market that has consistently rewarded such employees on a much better basis. OLD DUTCH has lots of money to buy other businesses, but why won't they invest in their most valuable asset...their employees!

Percentage wage increases for these employees drop to about 2.5% in 2010 and even less in 2011!

- ❖ On the transport side, the proposed company 2008 increase, if it is still there, is good. But the offer then LOCKS THOSE EMPLOYEES IN TO WAGE INCREASES AVERAGING JUST OVER 50 LOUSY CENTS PER YEAR UNTIL AN EXPIRATION DATE NOT YET PROVIDED BY THE COMPANY BUT PRESUMABLY IN 2012. UNION STRENGTH IS RELATED TO WAGES!

Union strength is essential in the long term to ensure wages stay as high as possible! We will fight to increase wages, fend off roll backs and buffer any economic downturn. But the union will be weak unless solidarity is maintained. Join and pay your fair share....invest in your union to be part of a long term plan to improve wages and benefits at Old Dutch.

Union security is economic security!

WARNING: DO NOT ACCEPT ANY CONTRACT WITHOUT ADVICE FROM YOUR UNION AND THEIR LAWYERS. WOULD YOU SIGN ANY CONTRACT WITHOUT LEGAL ADVICE?

Bargaining updates at [www.gounion.ca](http://www.gounion.ca)