

## **Union Commences Preparation for a Strike!!!!**

Optimism in Union negotiations faded this week as it became glaringly apparent that the Company is not serious about negotiating a new Union contract for XL Lakeside Packers Employees.

- **The Company has not fairly addressed the concerns of Temporary Foreign Workers**
- **The Company has made no effort to address serious health and safety concerns such as line speeds.**
- **The Company wants to keep you away from knowing your rights by not allowing you the fullest possible access to your Union.**
- **The Company drags its feet in negotiations on important issues and has made no effort whatsoever to improve wages, benefits, or working conditions.**
- **The Company doesn't even respect its employees enough to send its complete bargaining committee to the negotiation process.**

Some Lakeside workers ask the question; "What is my Union bargaining committee doing?" We are arguing, fighting, coaxing, talking, debating, and pleading. But all the talk in the world is not producing results. That's because bargaining is really about **POWER.**

What does this mean?

It means that, as long as you continue to come to work and are prepared to work for your current wage and benefits, the Company will never improve the situation. Why would they if you are demonstrating a willingness to continue to make their plant run without one extra penny on your paycheque.

### **THE USE OF POWER WILL CHANGE THIS!!**

Employees can vote to go on strike and threaten to not come to work. If everyone does this, the Company will see that you have **POWER** and will likely improve their attitude in negotiations. Actually going on strike is the ultimate use of power.

It is easy to point to something called “The Union” to avoid facing your own responsibilities in achieving a fair workplace. The Union is in fact you! Only you, through the use of **POWER** will ensure that a new, fair Union contract is negotiated.

Lakeside Employees have asked Union negotiators to begin to commence preparations for a strike. We hope that this will not occur and we hope that perhaps a strike vote itself will be enough to cause the Company to come to its senses.

However, the responsible thing to do is to prepare early for the worst case scenario.

## **VOLUNTEERS FOR UNION STRIKE COMMITTEE WANTED!!!!**

**Local 401 is calling for volunteers to assist in preparations for a strike vote and a possible strike.**

**What is a strike vote and when can it occur??**

**What is the role of the government in our negotiations and can we have a mediator or arbitrator??**

**How much will strike pay from the Union be??**

**Who will pay our benefits in the event of a strike??**

**Am I entitled to my job back when a strike is over??**

A strike committee will consider these questions and, with Union officials, will provide answers. It is an important time to manage your personal financial affairs carefully and to not make any major purchases. Unless the Company adopts a significant change in its attitude, the likelihood of a strike will increase.

**CALL US AT 403-501-8486 TO VOLUNTEER FOR OUR UNION STRIKE COMMITTEE!!!**