

## **Agreement reached for new Union Contract at XL Lakeside!!!**

A tentative Collective Bargaining Agreement has been reached for unionized employees at XL Lakeside.

Extended Bargaining sessions took place in Brooks on July 4<sup>th</sup> and 5<sup>th</sup>, 2011. With the assistance of seasoned and respected mediator Andrew Sims Q.C. a tentative Union Contract has been concluded.

To be clear, the agreement is described as tentative because it is subject to ratification by Union members. This means that Union members will participate in a secret ballot vote on whether or not to accept the deal.

There is no deal unless Union members, by majority vote, vote “yes” to the proposed new contract.

If the offer is rejected, a process will commence under the laws of Alberta for a strike vote to be conducted.

**It is critical that you attend ratification vote meetings to have your say!!!!**

The offer will be provided to Union members at ratification meetings. We will only say at this point that it represents a significant improvement from the Company’s last offer. A special debt of gratitude is owed to every single worker who stood up and said “I’m on strike alert!” by putting the special strike alert purple sticker on their hard hat. This undoubtedly gave your Union bargaining committee the leverage and confidence needed to be persuasive with the Company. Simply put, the Company was ready to take Worker demands seriously when they saw 1800 or more “I’m on Strike Alert!” signs in the plant.

**Please attend one of the following ratification meetings to learn about the offer and to cast your vote:**

**All meetings will be held on Tuesday, July 12<sup>th</sup>, 2011. There will be 3 meetings. Each meeting will be the same. Each meeting will be held at the Heritage Inn. Attend one meeting of your choice. Meeting choices are as follows:**

<b>All meetings held at:</b>		
<b>Meeting # 1-</b>	<b>12:00 noon</b>	<b>The Heritage Inn</b>
<b>Meeting # 2-</b>	<b>4:00 pm</b>	<b>1217 – 2nd Street West</b>
<b>Meeting # 3-</b>	<b>7:00 pm</b>	<b>Brooks, AB</b>

**If you are unable to attend a specific meeting, please feel free to drop by The Heritage Inn anytime between 12:00 noon and 8:00 pm to review the offer and cast your ballot.**