

XL Lakeside Makes First Contract Offer...but it's bad news!!!

XL Lakeside Management has finally made its first comprehensive offer to settle a Union contract.

That's the good news!

The **bad news** is that the offer is nowhere close to where it should be!!

After months of negotiations, your Union bargaining committee met with the Company again the week of March 21st, 2011. The Company advised that they would be making a contract offer. Your Union bargaining committee insisted that the offer cover a number of important topics. Those topics included the following:

1. A fair and proper compensation package that included a meaningful retroactive wage increase.
2. Benefit improvements in a variety of areas.
3. Vacation improvements in the area of scheduling, seniority and overall vacation entitlement.
4. A fair recognition of employee rights and assurances that XL Lakeside employees would be treated with proper dignity and respect.
5. Improvements in a variety of day to day rights including but not limited to bathroom breaks, a recrafting of the absenteeism program, a recognition of non-Christian days of religious significance, etc.
6. More job security, especially in the area of a guaranteed work week so employees do not have to suffer reduced income.
7. A resolution to health and safety problems that involve too many to mention here. However, line speeds are a major issue and continue to be a major issue.
8. Improvements for the rights of all new Canadians, including, but not limited to those of temporary foreign workers.
9. A fair and proper bid system so workers can have access to other shifts and working in different areas of the plant.
10. A long term vision for a stronger Union and more access to the Union and its resources in the plant to ensure full and proper representation of its employees.
11. More sensitivity to employees rights who are on workers compensation.

Unfortunately, the Company has not addressed these concerns or others in their offer in a proper way.

The Company has for the first time offered a wage increase. The increases are not readily understandable and they involve a reconfiguration of the whole compensation system that is currently in place. On the face of the offer, one of its main features appears to be increases of .45 to .50 cents per hour in each of 4 years. For a few workers, it appears as though some increases may well be higher than that. But for other employees, especially those who might be hired under the new system, the compensation package will be lower in some aspects.

Your Union has asked the company for a complete worker by worker breakdown of what this would mean for each of you. We have asked that the Company provide us with a full list of your names with data that would explain to us exactly



what your personal wage increase might be under the offer. The Company has said that they will give this information to the Union.

Once we have this information, it is our desire to share it with you. We are in the process of developing an organized system for you to review the information that affects your personal circumstances. We anticipate special plant visits to share the information with you but it also may be necessary for you to come to the Union office to review the data.

Obviously, we need your input and feedback. The Union belongs to you and you are entitled to the information. We INSISTED on this with the Company.

It is clear that the overall offer is not acceptable and we would never insult you by suggesting that you should take it. As noted, the Company has not addressed the concerns listed above. Dimes, nickels and quarters might satisfy someone's need for a few extra bucks in the short term; but our goal is to have meaningful wage improvements, **especially when you are working with reduced hours, short staffed and at higher line speeds!!!**

Please be patient and standby for your opportunity to look at the offer.

In the meantime, and as part of our strategy to get the Company to make a fair and proper offer, your Union has chosen to apply to the Alberta Government to have a mediator involved in these negotiations. Under Alberta law, whether we like it or not, this must occur before we can take a strike vote.

Please be assured that your Union is committed to negotiating the best possible agreement. Your bargaining committee will not flippantly accept the Company's first offer; especially when it's a bad one. Plans for a strike are continuing. A number of new activists have signed up for our Strike Preparation Committee. XL Lakeside employees should still prepare for a strike.

More bargaining dates will be set with the mediator. We look forward to meeting with you and reviewing the Company's offer with you.

Yours truly,

Your Union Bargaining Committee.

