

**Lakeside XL Union Negotiation Update**  
**Local 401 Argues for a change of culture at XL Lakeside in Brooks!**

Union Negotiations for a new collective agreement continued from October 26<sup>th</sup> to 28<sup>th</sup>, 2010 in Brooks.

Your Union was pleased to have the input of new bargaining committee members from the plant. These new committee members had an opportunity to raise your concerns with the Company as well.

It is important to know who is representing you at the bargaining table on behalf of your Union. The Union's bargaining team is as follows:

<b>Names</b>	<b>Dept</b>	<b>Names</b>	<b>Dept</b>
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<b>Robert Akol</b>	<b>-970</b>		
<b>Trevor Hepfner</b>	<b>- 703</b>		
<b>Romeo Patajo</b>	<b>- 461</b>		
<b>Michael Black</b>	<b>- 463</b>		
<b>Jean Mulimbi</b>	<b>- 909</b>		
<b>Butros Agok</b>	<b>- 950</b>		
<b>Rosalind Wells</b>	<b>- 187</b>		
<b>Reuben Mayo</b>	<b>- 472</b>		
<b>Ibrahim Sarhan</b>	<b>- 911</b>		
<b>Terry Bishop</b>	<b>-465</b>		
<b>Romulo Lupango</b>	<b>-751</b>		
<b>Leonard Palletier</b>	<b>-571</b>		
<b>Brent (Avery) Forsey</b>	<b>- 521</b>		

<b>Lana Melnychuk</b>	<b>- 183</b>
<b>Tiansheng Wang</b>	<b>-750</b>
<b>Kent Sanders</b>	<b>-471</b>
<b>Scott Mattice</b>	<b>-287</b>
<b>Casimir Niyitegeka- Makabuza</b>	<b>- 700</b>

In addition to having plant employees who are union activists at the negotiation process; You are also represented by a team of professional Union staff. They include

**Tom Hesse- Chief Negotiator and Advisor**  
**Bill Bennett- Senior Union Representative and Logistics Co-ordinator**  
**Dennis Forsey- Union Representative**  
**Ricardo de Menezes- Union Representative, Document and Recording Services**

Some progress was made at negotiations in the area of enhancing the Unions voice and visibility in the workplace. New and clearer rules will pave the way for you to have the opportunity to meet and chat with your Union representatives more often. Watch for them in your lunchroom.

It is essential that you get to know your Union. If you are not having contact with your Union representatives, please make an effort to come to your Union office or call and make an appointment (403-501-8486) to meet your Union professionals. In addition, it is critical that you get to know your bargaining committee. Talk to the people named above about the bargaining process so they can fully represent you when we meet with the Company.

Please accept our special invitation, as well, to visit us at the bargaining table. We are conducting ongoing meetings in Brooks to negotiate a new contract. If you have a day off or even a few hours available, you might be interested in dropping by to observe the process and meet your bargaining team. If you are interested, please phone the Union office at **403-501-8486** and tell your Union representative. We will let you know when a good time to come by might be.

One of the major items in bargaining involves a “change of Culture” at Lakeside. The Company says that employee health and safety and food safety are priorities. How ever, it is clear among

employees themselves that the bosses on the plant floor are, instead, obsessed with production and line speeds.

**GET BEHIND YOUR UNION!**

We need a culture shift at Lakeside. We need employee safety, dignity and respect to be the reality not just a bunch of nice words.