

XL LAKESIDE UNION NEGOTIATION UPDATE: **COMPANY HIRES NEW NEGOTIATOR**

For reasons that are not clear to your Union, the Company has brought a new chief spokesperson to the bargaining table for negotiations. The Company is now represented by a lawyer from Winnipeg named Ken Maclean.

Bargaining recommenced in Brooks on September 29th, 2010. Finally, the Company withdrew its unreasonable demands for a so-called “bargaining protocol” which no Union would have agreed to.

Again, your Union continued to hammer away at the critical issue of worker health and safety. The Company suggested that health and safety issues simply be handed over to existing processes to deal with them. The Company asked the Union to withdraw its health and safety proposals.

Your Union bargaining committee will say **“NO”**. Employees at XL need a contract that does more to protect their health and safety.

Another issue that was discussed at bargaining this week related to how the business is run and how the contract is administered. There is a strong feeling among employees that XL- Lakeside Packers is a place where the current Human Resource approach is not as sensitive to Human needs as it could be. Your Union has responded to this emotion by asking the company to agree to the following Union contract proposal:

“The Company shall be especially sensitive in hiring and maintaining the employment of its Human Resources Manager and Staff. The Human Resources Manager, Staff and all Management shall act fairly, reasonable and in good faith.

The Human Resources Manager, Management and the Company shall act ethically and make sure employees are treated with Dignity and Respect.

The “Human” Resources Manager shall be sensitive to “human” needs.”

Please be reminded that debate about Union and Human Resource matters should be passionate, but should always be respectful. Dignity and respect should be demanded and practiced.

Employees at XL-Lakeside Packers enjoy the privileges of having a Union. Any objections to and concerns with management should be dealt with through the Union Office and by your Union Representative.

Call us at 403-501-8486

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