

Your Bargaining Committee

National Rep –Gord Hunter

President – Paul Richard

Vice-President - Kevin
McLeod

Blaine Stevens - Saskatoon

John Hagel (Representing Al-
berta and B.C.)

Arnie Chapman (Representing
Saskatchewan and Manitoba)

←————→
National Reps assigned to the
Local

Gord Hunter Regina

Gib Todd Calgary

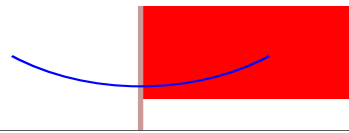
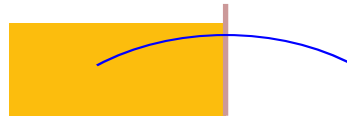
Don Boucher Edmonton

Joy Langan Vancouver

Paul McKie Winnipeg

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www.cep605.com



Company Reneges on Agreement

The Negotiating Committee regrets to inform you that the company informed us Thursday July 10th that while it will pay the new agreed rates of pay, it will not implement the collective agreement negotiated in good faith by the union and ratified the membership in late June. This latest brouhaha seems to have come about as a result of a position taken by the union during an arbitration hearing which was completed that day.

In January, the company fired Wayne Wright, because he refused to cut his rather substantial beard to 2 inches. The policy at the time simply said that beards had to be neatly trimmed which in our view it was. We thought the issue was best resolved by an arbitrator.

The company claimed in arbitration that the union had agreed with the company 2 inch rule and that we had no right to challenge any policy. President Paul Richard said, "I talked to every member of the negotiating just in case my memory was faulty and everyone says it was made very clear to the company in negotiations, that, if the union felt a rule was unreasonable we would challenge it."

The union argued that any rule, in the collective agreement or not, which the union believes is unreasonable can be grieved. That is a basic principle in Canadian industrial relations law. At some point in Canadian history the rule was, if the union and the company had a difference of opinion, the members simply walked off the job until the issue was settled. Some argued that it made things simpler but, at the request of employers the law was changed so that couldn't happen any more. The trade off was, there had to be a way for disputes to be settled without going on strike. That is what the grievance procedure is all about.

National Representative Gord Hunter said "It is simply outrageous for the company to take this position in arbitration but, it is doubly outrageous for them to now refuse to implement the agreement negotiated in good faith. In well over 20 years of negotiating collective agreements I have never had an employer act in such an despicable manner. It is clear now that this issue will have to be decided by the Canada Industrial Relations Board."

The union is in discussion with Legal Counsel regarding this blatant disregard for process. We expect that we will file a charge of Bargaining in Bad faith first thing on Monday.

We know that this action by the company is so unfair to the membership. We will urge the board to deal with this as soon as possible and we will keep you posted as this matter unfolds.

