

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

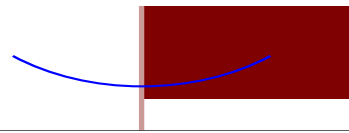
Don Boucher Edmonton

Joy Langan Vancouver

Paul McKie Winnipeg

Check out our website at

www.cep605.com



Trying to Make Sense of the Company Position

On Thursday July 17th the Union filed an Unfair Labour Practice Complaint with the Canada Labour Relations Board as a result of the Company's refusal to sign the collective agreement. To suggest that the union and the company have not reached agreement is absurd. We have yet to see the company response to our complaint but we expect that we will soon. We will keep you posted as often as possible as this matter unfolds.

In their July 14th "Labour Relations Update". The company says that in the arbitration about the Wayne Wright dismissal "...the Union argued that they have the right to grieve any part of the employee handbook that they believe is unreasonable. The company never agreed to this issue (the reasonableness of Company rules) was never discussed at the bargaining table." They accuse the union of being dishonest. That is quite simply, not true.

The union did state in arbitration that, in our view, we have the right to grieve a company policy which is unreasonable. The Company has never disagreed with that position. The company has accepted and argued grievances in the past where the union disagreed with policy.

During the step 4 grievance meeting the union discussed the reasonableness of the rule by using examples of other respected members of society who have long beards. The company was not offended the union's position then nor did they even raise their protest.

Perhaps more importantly though is the fact that the Canada Labour Code, at section 57 says, *Every collective agreement shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties or to employees bound by the collective agreement, concerning its interpretation, application, administration or alleged contravention.* That is a fundamental principle. The Labour Code recognizes that there has to be a way to resolve issues on which the employer and the union disagree. We have come a long way since the days of the master-servant relationship where, whatever an employer said is law, and we are not going back.

We ask for your continuing support until we get this matter resolved. We give you our assurance that the Union, Locally and Nationally will continue to act in a forthright and honest manner. Our integrity is the most valuable commodity we bring to any of our dealings. That is something we will not jeopardize.