



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



BARGAINING UPDATE



What is with all this Company Correspondence

In the last few days most of you have noticed a lot of material from the Company about negotiations. Several of you have asked what it is all about. To find the answer simply turn to any handy dictionary and look up the word propaganda. Webster's defines propaganda as "*Ideas, facts or allegations spread deliberately to further one's cause or to damage an opposing cause*". Frankly, your negotiating committee is offended by the material sent by Kindersley. First, they are trying to negotiate directly with the membership which is an unfair labour practice. Secondly, they only tell you part of the story and finally, their suggestion that we want to go on strike is preposterous.

We don't want to go on strike. We want the company to come to the bargaining table with a realistic agenda. We want you to tell them, through this strike vote, that we are serious and that we need to resolve our outstanding issues.

Let's take a look at what they are not saying.

- **Wages:** The rate of inflation is on average 3.9% a year. The company is offering most employees between 1% and 2.5%. That is for the future. How far have you fallen behind over the last 5 years?
- **New Hires:** If you are being paid the **new hire rate** you will **never** catch up to drivers who are paid on scale. The union is trying to set up a system that will see you make what others who do the same work that you do within 6 months.
- **Pensions:** The pension plan is pitifully inadequate. The union has been trying to get improvements in this area. This effort isn't for the veterans but for the younger drivers who have time to build up some equity. Pensions are important. We don't think you should have to live in poverty when you retire.
- **Scheduling:** The company suggests that the union demands are unreasonable. We have time and time again explained how scheduling by seniority would cause the company no difficulty. Clearly the company rejects our proposals because they don't want to make the extra effort. It isn't because they can't. It is because they won't.
- **Jurisdiction:** Is it fair that the company can take the work you have done for 20 years and give that work to another company they own or contract it to some other company? We don't think so.
- **City Driver Rate:** Is it fair to send a city driver home, then assign a highway driver to make deliveries in the city at \$3.00 an hour less that the city driver would make. Simply put no.

Come out to the meetings. Ask the questions. Support your committee by voting to strike if necessary to back your demands.