

NO ONE LEFT BEHIND

Spring Newsletter



2023 NEGOTIATIONS

UNIFOR LOCAL 2169



Message from the President **Chris Santos**

Sisters and Brothers,

As we patiently wait for signs of Spring and warmer weather, we also eagerly anticipate our new Collective Agreement! This is the year that your leadership has been working towards. We have brought you information, held numerous meetings and discussions to bring **AWARENESS** of what will be needed to get a fair and equitable contract. Your Leadership has held multiple Recreation events to bring **ENGAGEMENT** to our Membership. Now, Leadership looks to our members for full support of our Bargaining Team! The Membership will bring the **ACTION** necessary to achieve a contract we can all be proud of for the coming years!



If you have taken the time to take notice and have embraced **AWARENESS**, the Leadership has taken a very different approach to contract talks. We have worked endlessly to get each one of us involved in the process. I take my hats off to all our committees for the efforts put forward. The “ball” really does sit in the Memberships court. We have gotten too comfortable over the years placing all expectations of a good contract on the Union office. The reality is, we ALL play a part in securing a good and fair contract. No matter how big or how small the role we play is, we all need to play to win. If you wonder how you can play your role, its pretty easy... Wear your Negotiations shirt every pay day! This **ENGAGEMENT** shows your Bargaining team that you support them, and you stand behind them entering contract talks. Come to scheduled meetings, and ensuring you have your personal email registered with the Union is a sign of support and **ENGAGEMENT**. The Union seeks your personal email to share any current news and events with you. The Union has also been notified by the Company that they are entertaining the idea to communicate with you folks over the course of negotiations and the Union needs to ensure the communication is accurate and has an opportunity to give the Unions prospective on the information.

As the Union sees our Bargaining team exit the building in Mid-April, they will start prepping for your Locals proposal, I ask the members to mark their calendars for the following dates, **May 13th and June 17th**. These 2 dates are crucial to the process. May 13th will be the day your Bargaining Committee presents what we will be seeking at negotiations and how The Union can achieve these demands. June 17th will be the expiry of the contract the hopes will be a tentative agreement will be presented for all of us to ratify. The commitments from the Union will be a well-presented contract and a clear explanation of the proposed benefit/language. So be prepared for a long day of discussion. The time and location of these 2 meetings will be sent out closer to the dates via personal email. By the time this message gets to print, you will have already gotten the information on the Union’s need to create a Strike Committee. If you have any interest in signing up, please fill out the form that was gated or reach out if you have any questions or concerns.

I will close my message with the same message I have been speaking for years. It’s time for this Membership to come together in **SOLIDARITY** and give the Bargaining Team the best chance of getting a contract we deserve! The Power of the People is real and there are no limitations in what we can achieve if we come together, find common ground and take **ACTION**, if necessary! You have the right folks representing you at the table and I have full confidence in each one to serve the agenda of this Membership. Its time to get behind your Bargaining team and show them your support! We can do this... **TOGETHER!**

LET’S MOVE FORWARD AND LEAVE NO ONE BEHIND!

In Solidarity, Chris Santos

Message from the Plant Chair

Jeff Papoff



Hello Sisters, Brothers and Siblings,

As of April 1st, there are 75 days until our current contract expires. Our scheduled Ratification date of June 17th is approaching fast, as we all knew it would. Preparations within our Local have been under way for months, and things are about to intensify as we get closer to a potential new deal.

Your Bargaining Committee will be out of the plant beginning Monday, April 10th, to fully focus on preparations for Bargaining with the Company. We will meet with the Membership on Saturday, May 13th to update you on our progress and discuss proposals. Hopefully everyone can make it for this important meeting. Watch your emails for notifications and reminders as we get closer to that date.

While we are away, there will be a slate of Alternates in the plant to tend to day-to-day matters, and address your concerns. Representing Zone 1 will be Devon Morgan; Anthony Cuenca will be covering Zone 2; Looking after Zone 3 will be Tom Suver; For Zone 4, it will be Keith Ruppenthal; and Christian Moises will be serving as Zone 5 Rep and Acting President. For concerns on Day shift, please see the Alternate assigned to your Zone if possible. However, any of the Reps on duty should be able to assist as needed. On Evening shift, Christian will be available until 8:30 p.m. For issues on Midnight shift, Tom will be covering between 4:30 and 7:00 a.m. Contact info is posted on our website.

Pending a successfully ratified new contract, all full time Reps will be returning to the facility on June 18th. As we head towards a new contract, I'm going to remind everyone yet again to read your CBA! When we are presenting the Membership with the details of our new Tentative Agreement, we will not be explaining things that have not changed in many years!

One of those well-established details is that continuous absences of 60 calendar days or more will be deducted when calculating Vacation and Sick time credits. This came up again most recently in discussions with recalled members, but it bears repeating for those that may need a refresher.

As of March 31st, 238 of our laid off siblings have been called back so far, leaving approximately 80 still waiting for their opportunity to return. It's nice to see everyone's smiling faces again! As our Membership grows in numbers, we look forward to getting back to pre-Pandemic levels soon!

There are currently less than 40 active Step 2 grievances on file. We have a grievance meeting scheduled with the Company prior to Bargaining, and there is a commitment from both sides to reduce that number even further in the hopes of getting fair resolves and carrying as few grievances into the next contract term as possible.

Although the majority of managers understand there needs to be a working relationship between Company and Union, and that it is everyone's responsibility to abide by the contract we've collectively agreed to, certain managers still struggle with the concept. It's unfortunate that practices such as passing along incorrect information, defying the CBA, showing favouritism to certain members, and thinking they are somehow better

than our members or “above the law” still exist, but we still see that type of behaviour. The company expects members to follow the rules, but it’s hard to expect blind adherence when certain Company representatives don’t follow the rules themselves, and flaunt it to our members.

While we may joke about NBU employees having to learn how to wear pants again, and while we mock their difficulty coming to terms with human interaction again, the reality is that all this “working from home” has caused the gap between our Members and the company to widen. While our Brothers and Sisters have continued to adapt, endure, and modify their lives and in order to keep the business going, we continued to see office staff regularly absent. We get criticized for taking a few sick days, but many outside the Bargaining Unit had the flexibility to choose when (or even if) they would make an appearance, without consequences. The fact that many office staff still subscribe to this behaviour has not gone unnoticed, and our members have made it clear they’re not impressed.

We are looking to put together a Strike Committee, and we need your help. We’ve already had quite a few Siblings step forward, but if you can help out in any way, please let us know. While nobody WANTS a strike, the reality is it’s always a possibility. If contract talks between the Union and Company break down, and there is to be a labour disruption, we need to be prepared. We already have the support of our National Union, and getting your support on a local level is the next step. If you have any questions about what a potential strike could mean or what sort of role you may be asked to perform, please let us know.

Our newsletter is called “No One Left Behind” and it’s great that approximately 80% of our members are choosing not to get left behind by providing their personal email address. If you’re in the minority who still haven’t signed up for notifications, what are you waiting for?

Local 2169 has made it known for quite some time that Union communications will not be happening on Company e-mail. If you want to stay informed and connected, getting on our email list is your best option, but it’s not the only one. Between our website, Union boards, Zone-Specific Discussions, Facebook, Town Halls, e-mails, Monthly Membership Meetings, and word of mouth, there is no shortage of information being provided, and no shortage of ways to get it. Despite our best efforts, it’s unfortunate that some simply choose not to notice. We want everyone to be informed, educated and prepared for what’s ahead but as the saying goes, “you can lead a horse to water, but you can’t make it drink”. No matter what, we’re committed to continue providing the information necessary to increase **Awareness, Engagement** and **Action**.

Busy times are ahead, but Local 2169 is ready for the challenge.

In Solidarity,
Jeff Papoff, Plant Chair.



Message from the Zone 1 Rep **Brian Corrigan**



Hello 2169 siblings,

I'd like to start by welcoming back the recalled employees. Hopefully before the end of this year we will have everyone back!

March 25th the Shop Committee finished its 3rd town hall meeting. I hope everyone had a chance to attend and I would like to thank those that took the time on a Saturday to come out. The purpose of those meetings was not only to pass on information but to truly engage the membership. The survey results and information from the town halls has given the bargaining committee a solid foundation for us to negotiate.

April 3rd the Shop Committee handed out flyers, please take a moment and sign up to be a part of the strike committee. Of course nobody wants a strike but we need to be ready to take action if needed. A well prepared strike committee will ensure things go smooth from picket lines to the flow of information to members.

In my last newsletter I spoke briefly about the importance of lateral transfers. We have made the company aware that this is an important bargaining issue. I believe we need to negotiate stronger language that ensures the company moves employees by SENIORITY! This would end a lot of games played by managers when picking favourites and moving employees if they have a problem with them. It also strengthens a fundamental aspect of a Unionized shop. SENIORITY!

We are down to the last couple months of our current collective bargaining agreement. I am honoured to be a part of the bargaining committee and look forward to what lies ahead. We have a solid committee led by solid leadership but the most important piece is YOU! If we are going to negotiate a fair and equitable contract for all of us we need YOUR support! If you have any questions, comments anything at all please don't hesitate to stop me in the hallway, call, text or email me anytime.

In Solidarity
Brian Corrigan



Message from the Zone 2 Rep **Rick Paintin**



Hello Zone 2 members,

I am pleased that we have had our numbers moving up in a positive fashion as we seem to be finally coming out of the pandemic/grounding phase.

This can lead to people moving around to different areas or different shifts so I would appeal to you to exercise patience when and if questions arise. I urge anyone with questions as always to seek out an assistance from your Shop Committee representative.

Currently 787 lay up is trying to implement a work rotation schedule to mitigate ergonomic risk factors and I urge members to give it an opportunity and provide input to help provide information to enable all parties to understand the challenges and frustrations that the hard working people of that area have been dealing with for quite some time. I applaud the members for their patience and perseverance with this difficult situation they have been dealing with and hope they receive the help they deserve.

As a Bargaining Committee we will be out of the building after April 6th to begin preparation for the 2023 contract negotiations. I ask for your support and that you understand that we don't have to like one another but we only move forward if we stand together.

While we are out bargaining we have assembled a highly capable group of alternates to help with any issues that may arise and we are still available to be contacted to provide assistance.

I look forward to the challenge of trying to help deliver the contract this local deserves and to be able to answer all the cares and concerns at this important time.

In Solidarity,
Rick Paintin



Message from the Zone 3 Rep **John Tomayer**



Greetings Unifor Family,

This has been an exciting winter for us all. Obviously the greatest issue in our workplace is the upcoming contract discussions. Your Shop Committee is currently busy completing grievance discussions with the company and preparing our Shop Committee alternates for the next several weeks. For immediate assistance the alternates will be available to you. Our Zone 3 alternate is Tom Suver. Feel free to reach out to Tom if you have any questions or concerns.

An ongoing issue with our zone is the administration of payroll: both income and credits. Sometimes the company makes errors in overpayment of both income or vacation credits to our members. Consultation with our national legal resources has affirmed that the company has the legal right to recover overpayments from our members. However, we recommend that you use your Union as a resource to negotiate the repayment terms with the company. This will ensure that you are informed of your options and that repayment is comfortable for you and the terms are clear.

Another ongoing issue in our zone is demarcation. Some of our employees are performing some duties that traditionally were performed by other classifications. Should you be tasked with performing duties that you never had before, you should immediately reach out to your Union. While we may have to continue to perform these duties, provided they are safe to do so, your Union will grieve and debate with the company over this issue.

As we near bargaining season with the company, we ask for your support. With full support of our Union we have the best chance to protect our rights and correct some serious issues we have been experiencing with the company.

In Solidarity,
John Tomayer



Message from the Zone 4 Rep **Gary Misko**



What a great time to be a Shop Stewart in Zone 4!

I ran for this position for the specific purpose of helping people and negotiating a good contract for all. As it turns out due to managers not understanding the CBA I have had to help many people in zone 4. From everything like investigations, overtime issues and managers pushing employees to increase production, it's been a busy zone.

Please remember that safety is very important and the parking lot seems to garner a lot of attention. As we get closer to contract we usually see further enforcement on rules and PPE, so please make sure you wear all necessary equipment. They are also making sure safety glasses are being worn while standing at the scan out clocks, so watch out.

I'm writing this on a payday and am very excited to see all the negotiation shirts and believe me it's working. We are receiving many comments from management about the shirts, so keep up the good work and wear them on paydays.

I was also at the last Town Hall last weekend and engagement was inspiring. It was a very good crowd with great questions and we even had our National Rep in attendance as well as Gina Smoke. It was truly an inspiring meeting watching some of the newly recalled employees joining in on the hype surrounding negotiating a good contract.

I would like at this time to say that rumors going around right now are not true so don't believe everything you hear.

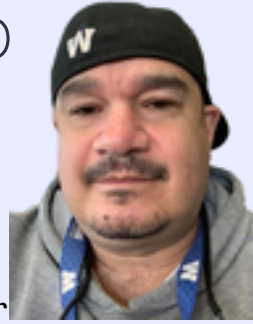
We have not yet started to negotiate! The Shop Committee is going to be working out of the Grant office starting the second week of April in preparation for a proposal with you and the company.

In my absence please feel free to either come down to the union office or get a hold of my alternate Keith Ruppenthal if you need Union assistance.

In Solidarity,
Gary Misko



Message from the Zone 5 Rep **Ernie Morrissette**



Greeting sisters and brothers.

I would like to take some time to discuss the ongoings of our zone on evenings and around the plant. I would like to start off by welcoming back all the recalls and can't wait for the rest of our laid off Sisters and Brothers to all be back! I would like to extend my welcome to each and every one of you. Our door is always open. This is your office as much as it is ours to conduct business in. I appreciate the members that come down and trust me with your issues. I really enjoy speaking with everyone but mostly on a one to one situation.

I would like to speak about a rumour that I think about quite often. This is that all call backs are only here to vote a certain way. This couldn't be further from the truth. You are all here because the company needs your skilled labour. We will be getting very busy in the next few months. So each and every employee senior or junior, your skilled labour is needed. I really enjoy walking on to the floor, and seeing both senior and junior employees working together.

Also, parking lot safety. I can not stress this enough about the importance of being safe out there. We all want to go home safely to our families, so let's take a minute and consider other drivers and pedestrians.

Lastly, as we begin to prep for negotiations, I and the other reps will be out of the office starting next week. My alternate is Christian Moises, please reach out to him if you need any assistance.

Remember let's stick together and look out for each other.

In solidarity
Ernie Morrissette



Message from the Zone 6 Rep **Dave Habib**



Hello Brothers and Sisters,

This is David Habib your Zone 6 Shop Rep. It is nice to see so many of you coming back to the plant from layoff. I believe the majority of you will be on midnights or evenings. I hope at printing we will see more of our members back.

By now I am sure you are aware we are gearing up for Contract and making you informed of all that has been going on. The committee has been very dedicated to hearing from all of you and your wishes to get ready to bring them forward to the company.

Our midnight shift has been running really well and is now above 100 members and counting. We are hoping to pressure the cafeteria to bring back service on our shift. Currently the best they have done is put sandwiches in the machines for purchase. I have to believe as we get more of you back, this will become a reality.

We will be going out for bargaining soon and I will make sure you have someone very capable and friendly to report your concerns. Please feel free to reach out to me as you come back. I try to be on the floor as much as possible to meet up with you. If you would like, stop by the union office and say hi. I am just trying to make it easier for you in the transition. For now all of you take care and have a nice Easter with your families and friends.

In solidarity
Dave Habib.



NO ONE LEFT BEHIND

Unifor 2169 Pictures



INTERNATIONAL WOMEN'S DAY



Unifor 2169

Important Phone Numbers

Union Office Company Phone Numbers

204-831-2630

204-831-2872

Union Office Private Line

204-855-9887

Canada Life

1-800-957-7777

Canada Life (DC Pension)

1-800-724-3402

Element (DB Pension)

204-954-7300

Unifor National Office

204-489-0355

Local 2169 National Office

204-487-2209

President

204-612-9200

Plant Chair

431-374-1590

Zone 1 Rep

431-374-1582

Zone 2

431-374-0939

Zone 3

431-374-1591

Zone 4

431-374-1586

Zone 5

431-374-1583

Zone 6

431-374-1277

SAVE THE DATE

PROPOSAL MEETING

MAY 13, 2023

Unifor 2169 Alternate Shop Reps

Union Office Numbers

204-831-2630 or 204-831-2872

Union Office Private Line

204-855-9887

Emergency Cell Number

(in case you can't get a hold of any alternate rep in the union office)

431-374-1577



Devon Morgan

Zone 1 Alt Rep

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Anthony Cuenca

Zone 2 Alt Rep

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Tom Suver

Zone 3 Alt Rep

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Keith Ruppenthal

Zone 4 Alt Rep

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Christian Moises

Zone 5 Alt Rep

christian.moises@unifor2169.ca

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Get informed.



Did you hear?.....

We need your personal e-mail!

In order to vote, get invited to events, be eligible for draws, and have access to the latest news, join your fellow 2169 members on our mailing list! It will be the main source of communication during bargaining.