



NEWSLETTER

June 24, 2007

KINWU Members;

A few short months ago we were voted in as your new Executive Committee. When we took office it was a time of change. Our Collective Agreement had just been ratified for the first time with Invista. The turn out for the vote was a large showing with ___% of the membership. This contract proved a number of revelations such as Wage Freezes, Benefit Reductions and clearly the practice of taking every word in the Collective Agreement to the actual dictionary meaning leaving no room for misinterpretation.

*Our Unification History goes back to 1947 when the United Mine Workers of America represented the site for 21 years. In 1968 Kingston Site went on strike for 22 days and there was minimal financial support from the United Mine Workers of America (largely due to the fact that most of the money from the members went to the States). In 1968 the Kingston Independent Nylon Worker Union was formed and certified by the Ontario Labour Relations Board as a bargaining agent. The United Steel Workers Union approached the membership last winter with interests in taking ownership of the Union and its membership. Cards were distributed and some were returned. The United Steel Workers Union is a Reputable Union however operate from a larger scale and our interests would become theirs at a National level and cost. (*For a more detailed History of Unification see the KINWU web site below).*

Next year will be our 40th year of existence and although we have seen many changes during those years, with one constant being the Kingston Independent Nylon Workers Union.

We have been striving to catch up with grievances that were unsettled when we came into office. The company has been very forgiving with time delays that were caused largely due to the negotiating of 2 contracts back-to-back late last year and early this year, EI Dupont and Invista. Our Chief Steward, Barry Johnston has been allowed ___hrs a week clearance to deal with previous and new grievances. Formal training sessions were conducted for Stewards in June due to the increased number of Stewards on site and as a refresher and update to existing Stewards. [The Stewards prior to our campaign this spring are commended for their dedication and ability to manage their workload while supporting their co-workers through the grievance process.](#)

Union boards on site have been updated on site and increased to ___ boards in total. There is a total of ___stewards now on site..

Our attendance numbers at the General Membership meetings have reduced over the last couple of months. Your voice and attendance is vital for a fair representation of the membership. Motions are passed and denied based on those at the meetings. Make your opinion count and take the time each month to participate. The Hip of Beef dinner is still offered to our membership free of charge on General Membership meeting nights. Other patrons can purchase it at \$6.50 each. It is requested that you show your KINWU membership card however a large number of people don't have a card or have lost their cards. It is our intent to create new cards that will include your picture. We approached the company for use of the Invista swipe card pictures but they are bound by Privacy Laws to deny our request. We are awaiting a response to our request to be able to take pictures of Union Members on site for the new membership cards. These pictures would also become confidential information to the Union. These picture identification cards would help in implementing bargains and specials to KINWU members such as the Free Hip of Beef Dinner.

Last winter there was a lot of grief concerning the Union Hall. Motions, concerns, comments both for and against the operation of the Hall were put forth. In light of the concern, we are striving to clarify the cost versus revenue of each entity. Our goal is to have prepared for each General Membership meeting, a breakdown of costs and revenue for the Hall separate from costs and revenue for the Union.

As we go forward, we must keep in mind our fixed revenues from Union dues are not as they once were. Our total membership numbers are being reduced based primarily on a large number of retirements and hiring freeze. Hopefully as predicted, Invista may be hiring TMT's in the fall 2007. Our Union dues are not the "Cash Cow" that they once were. Costs go up and membership goes down, therefore we are encouraging from our staff at the Union Hall, "better sales will come though better service".

The KINWU website is updated and will become the future site of any newsletters and KINWU information updates. Use of the KINWU logo is unlawful and subject to charges and prosecution. There have been at least two instances of unapproved use of our logo and have been discontinued.

Log onto our website below.

<http://doffersandarlingtons.com/kinwu.html>

To conclude, there will not be General Membership Meetings for the months of July and August as per Section 9.01 of the Constitution.

Executive Committee