



March 2008

## Notice to Members

**Note for all people injured to contact WSIB Steward or Union Steward**

*Make sure that your Form 7 and Form 6 are filled out accurately.*

*The most recent issue is around the Optional EDO Form. It has a letter from HR that is not representing the facts as we see them.*

*It states that because there were discussions with the union on this topic the result was a letter of understanding. This is NOT the case.*

*This Union does not recommend you sign the EDO form and would ask all members not to sign away your EDO's. You could be, over a period of time, agreeing to work a 44 hour work week, instead of the 40 hour week we have now. This Union can't support a move that takes away from the collective agreement. We have now issued a policy grievance on this issue.*

*If you have an issue with another employee, talk to your Harassment Steward or Union Steward. Let the Steward decide if the issue is serious enough to run to management. If you have an issue with a Steward, bring it to the Executive's attention and allow us a chance to fix the problem.*

*So far this year we have had a difficult time with the company's idea of punishment for respect issues. There have been many terminations, investigations/interrogations to try to get to the root of the problem, but all this does is put employees against employees. Don't fall into the trap of being a rat on the crew. Stand up for each other. If the Company interviews you, you must answer honestly. However, if you were there, and did not pay attention to what was happening, or you didn't see or remember anything, then that is okay also. Tell the company you don't feel comfortable participating in that type of forum.*

*The old way of factory behaviour is no longer acceptable at this site. We are supposed to be adults here, so let's act like adults. Treat each other with respect.*

*There is also a concern about people on light duties doing some of their job until they can't do anymore, and the other person working beside them trying to carry the extra work load. This could result in the person with the extra load having problems. If you are in this situation, take care not to injure yourself.*

*The Company's goal today is spend a nickel, save a dollar. They don't care on whose back as long as it reduces their costs.*

**All future communications will be found on the notice boards or on our web page**

*Please check the web page at [www.kinwu.com](http://www.kinwu.com)*

### **Recap of Roles**

*The Union Stewards are in most areas of the plant and are there to represent this union in a professional and honest manner. The stewards have a responsibility to the membership and the union to resolve issues and to observe in investigations. They can't help you unless you DEMAND that the steward be allowed to attend. If the company tells you that "you are not being punished, it is only an investigation," then ask why you can't have the steward there, if there is nothing to worry about.*

*Tell them you don't feel comfortable participating in that type of forum. We are also looking for new stewards for B crew. Please volunteer.*

*Harassment Stewards names are listed on the union boards and can be contacted if a need arises. When a member finds themselves in a situation, they need to approach one of these stewards in the hope of resolving the issue before it becomes a site issue. For further understanding of this role feel free to contact one of the stewards. All matters will be handled in a professional and confidential manner.*

*The WSIB Stewards are also available to assist you in work place issues related to how and when to file a report or to make sure the report is filled out and submitted in accordance with the WSIB expectations.*

*Sports and Entertainment Committee  
If you are interested in starting up this committee please submit your name.*

*Thank you,  
Your Executive Committee*

---