

## **BUSINESS AGENT'S REPORT - JANUARY, 2007**

Welcome to our first meeting of 2007. I hope everyone had a good Christmas and New Years.

We have now ratified a new four year agreement with Custom Paper. We achieved wage increases of 3%, 3%, 3.5%, and 3%. We also got a .25% bump in the pension plan in the final year. We also achieved a small bump in shift differential, bumped up the Vision Care by \$50 in each of the second and third years in the Agreement, reduced WI entitlement from 26 weeks to 17 weeks at the same time as we increased LTD benefits from 55% to 66 2/3%. We also achieved new language on Supervisors performing work.

At Sonoco we were scheduled to have the Committee in the office to draft up a tentative agenda on November 27th. We had to cancel however because of a snow storm. We then re-scheduled our meeting for this past Tuesday, when we did meet and come up with a tentative agenda for presentation to the members. As there are three separate Sonoco plants, one of which is on Vancouver Island and another on the Sunshine Coast, we will be rolling this out to the members over the next few weeks. After we have membership approval for a final agenda we will meet with the employer.

We also now have a new group in the Local Union. Jamp Pharma, a pharmaceutical Company has now voted to join Local 433. Jim Britton and I met with the Committee last Friday and are scheduled to meet with them again tomorrow. We are working on a first Agreement agenda to present to the Employer.

At Buckeye we managed to resolve the issue in the Maintenance Department where the Company was going to switch everyone's shift around. We still have one major grievance outstanding in the Maintenance Shop, as well as a couple of other fairly large issues, again in the Maintenance Department.

At Crown Packaging the "Trigger" issue is now resolved and employees should all have their cheques. There is still one piece of this issue outstanding, but we are dependent on whatever agreement is reached between the National Union and Catalyst.

At Flexia we have about 3 members on layoff and an issue has arisen where the Company is bringing in a contractor to do work that our members could do. The Plant Committee is currently handling this.

At Hexion we have a number of issues, many of them employee vs. employee. Not a good situation presently in this plant. We currently have our lawyer investigating three separate grievances launched by one employee.

At Iron Mountain we just managed to resolve an issue where an employee was accused of what the Company calls an "inadvertent disclosure". This is a serious issue at Iron Mountain, and the employee took a settlement package and no longer works there.

Also at Iron Mountain, we have had two Committee members resign their positions. Mohinder Sian quit the Company and Kyle Lewer became a Supervisor. That only leaves us with James Haughton on the Committee. We always have a plant meeting to elect our Committee members at Iron Mountain, and we have scheduled that meeting for Saturday February 3rd.

At Montenay we had a special membership meeting set up for Tuesday January 9th to elect a new Committee and deal with some in plant issues. We had to cancel because of the weather.

At Norampac Frank Deyell is our new Plant Manager. The Committee has now had two meetings with him and reports that so far all is going well.

At Pliant we still have a number of outstanding issues. We have resolved one grievance and at our Executive meeting will be dealing with a second. There are still a number of others outstanding.

At Sulzer Pumps we had an issue just before Christmas where employees reported for work, but the plant was shut down because there was no power. The Company was originally not going to pay employees, but the Plant Committee got a resolution and got the pay for the employees who reported for work.

At Unisource I have a third step grievance meeting with the employer set up for Friday January 26th.

At Vision Packaging Geoff Naples has taken a position with the Company's sales department, so he is off the Plant Committee and out of the bargaining unit. Elgin Dela Cruz, one of our Shop Stewards, will fill the position until we have our elections.

At Western News the Company continues to struggle and the issue of the lease is still outstanding.