

## **BUSINESS AGENT'S REPORT - MAY 2006**

At Crown we have had a couple of grievances go through the 4th Step grievance procedure and we are waiting for opinions from our legal counsel.

As well, we still do not have any commitment from the Company regarding the bridging payments. As far as I am aware, this is the only Company in the province where the payment of bridging to employees is an issue.

At Norampac we have one termination grievance we are dealing with. Because of vacations, we will not have a final step grievance meeting for another couple of weeks. I should also make mention that Bob Morris has now resigned from the Plant Committee.

At Unisource, we continue to have problems. It looks like we take one step forward and two steps back. I was out to the plant a couple of weeks ago and we had a good meeting with the Company and managed to list a number of concerns. A few days after that there was another dispute between the Company and the Committee. I am going to try and schedule the Committee into the office so we can discuss some of the problems and concerns and see if we can come up with some way to address these.

At Buckeye, we recently had a third step grievance meeting which went well. We resolved some issues and others need more investigation, but the meeting itself went well. Also with Buckeye, their Collective Agreement is up the end of June, and the Committee will be coming into the office on June 2nd so we can have a discussion on bargaining.

At Pliant we have a number of issues. I was out at a third step grievance meeting on May 11th. We resolved a couple of grievances but there are still others outstanding. We also have a number of accommodation issues at this workplace that are not close to being resolved. On one of these issues, the Company has gone from saying they won't accommodate, to they may accommodate, to they will accommodate, but only for a very short period of time.

At Iron Mountain we have a number of issues. We have one employee who was terminated by the Company, and the Union was successful in getting his job back. This employee did not come back to the workforce however, but instead went directly to disability. The problem was we had a great deal of difficulty getting him his disability benefits. He now has most of those benefits and there is only one remaining portion, which we are still working on. Our next step is to get him back into the workplace.

We have another employee at Iron Mountain who was terminated and we are dealing with this case as well. And we also have another employee who is currently out of the workforce due to some medical issues and we are in the process of working out an accommodation so the employee can return. We are, I believe, getting close on this. It has been a very busy time at Iron Mountain. I should also make mention that Iron Mountain's contract is up at the start of September this year.

At Accurate Rubber we now have the decision regarding the internal Union charges laid by the Local Union. Fred Wilson upheld the decision of the Disciplinary Committee, but reduced the penalty so that the employee will now be able to serve on the Plant Committee effective January of 2008.

At Montenay the Company has always done appraisals on the Operations employees, and is now starting to do them on the Maintenance employees, and this has caused a couple of issues in the plant.

At Landmark, their Collective Agreement is up at the end of June, so we will be going into bargaining with them shortly.