

... MORE NEWS FROM
THE SHOPS

Seven Hundred Free Press Carriers Gear Up for Contract Talks

The members have elected their bargaining committee, and the group is putting the finishing touches to a set of contract proposals for the unit's first negotiated bargaining agreement with the newspaper. Local 191, the certified bargaining agent for the carriers, and the Free Press, had their current 12-month agreement imposed upon them by the Manitoba Labour Board under the province's *First Contract Legislation*, enacted years ago for situations where employers and bargaining agents prove unable to conclude talks.

The contract expires on September 7, 2000.

Members of the Free Press bargaining unit met in late May to ratify contract proposals. The union has served notice on the newspaper to commence bargaining.

Major Free Press Arbitration Decision Due Soon

More than 20 delivery drivers employed by the Free Press will be affected by an arbitration decision expected very shortly.

The arbitration resulted from a subcontracting policy grievance the union filed after the employer decided early in 1999 to discontinue its trucking operations.

Both drivers and shippers were affected by the company's policy change, which initially triggered a grievance, and eventually went to binding arbitration.

A two-day arbitration hearing took place before Winnipeg lawyer William Hamilton during April. Local 191 members affected by the employer's policy change lost between 85% and 100% of their incomes as a result of the company's trucking policy change, which reduced most wages to between zero and \$100 a week, from between \$600 and \$700 a week.

president's message



Does anyone really believe that when our employers bargain our contracts they're only thinking about that one contract?

Of course not. Our employers are part of chains, industrial or manufacturing associations or groups of companies. Employers operate businesses in other provinces and other countries. The employer always thinks about what's best for the entire operation, not just that one set of negotiations that affects us.

Yet how do we respond? We bargain that contract with the employer thinking only about that one operation we see directly affecting us.

Oh sure, we exchange information with other locals in our national union to determine what the employer has been doing across the country. But the employer still plays with us one at a time.

That's where national bargaining comes in. Sorry, the phrase is dry and meaningless. Perhaps we should call it something more dramatic, like Dynamic Assault Bargaining. But whatever it's called the concept is the same: We bargain with the employer beyond our usual boundaries.

An obvious example involves the three Thomson newspapers in our local. Rather than bargain the Free Press contract, then the Brandon Sun and then the Thunder Bay Chronicle-Journal, the goal is bargaining all the papers at once. One overriding contract working for all of us but separate clauses for the particulars of each location. Impossible? It's worked at the CBC for years. A national contract is bargained by a special committee elected by the locals. But each of the locals' concerns is taken into account.

We're no strangers to that concept. We do that at the local level. We ask each department in each of our shops to come

forward with their bargaining goals. Those goals become part of the whole.

We even extend that process farther when we joint bargain with our brothers and sisters in GCIU Local 900M. When the two unions sit at the table together at the Free Press, Winnipeg Sun and Brandon Sun we bargain as one unit.

The print and newspaper industry is in turmoil these days. Thomson is selling his papers. The members we represent at those papers may no longer be in the same chain. Yet it's still important to coordinate bargaining even across different employers.

Our CEP brothers and sisters in pulp and paper and the energy sector have something called pattern bargaining. Most of us are familiar with pattern bargaining in the auto sector. The CAW picks a target like Ford, negotiates a contract and the other two major automakers agree to that deal.

Those models are guidelines for us. We will find our own way, a unique approach for our industries that works for us.

At the CEP's first Media Council National Bargaining Conference in Toronto in April, your elected delegates took the first steps toward national bargaining in both newspapers and commercial print.

In the next little while you will hear more about our progress and what can be done. We need to work with each other, our colleagues in the GCIU and with other union members across the country to make this happen.

But it will work because all of us know from our workplace experience that we are always stronger when we stand together. Solidarity.

- Paul McKie



PAST ... Joan Hand of the Thunder Bay Chronicle-Journal attended the **CEP Ontario Region Women's Conference** in Washago, Ontario last month. Kelly Mazur and Nayda Northage of the Winnipeg Free Press, and Local 191 assistant Local representative Cindy Garofalo are representing the Local at the **Canadian Labour Congress Women's Conference** in Ottawa. Watch future newsletters for conference reports from delegates.

The **Spring 2000 Local 191 General Membership meeting** was held at the Garden City Inn on May 28, and a sufficient number of members were in attendance to form a decision-making quorum.

FUTURE ... Members elected Adolph Setek, Rick Palmer, Cindy Garofalo, James Merchant, Paul McKie and Glen Dawkins to represent the Local during the **CEP National Convention** in Montreal this Sept. 10-14. They also elected Cindy Garofalo and Kelly Mazur to be Local 191 delegates to the **Annual Convention of the Manitoba Federation of Labour**, to be held in Brandon, Sept. 21-24.

PrintCEPIes, official news bulletin of CEP Local 191, appears monthly. Chapel chairpersons are encouraged to forward news items to newsletter editor Manfred Jäger at 257-8800 or mail to CEP, Local 191, 23-1313 Border St., Winnipeg, MB R3H 0X4. Email to mum@mb.sympatico.ca

events