

NAYLOR CANADA LTD AXES 42 WORKERS

On January 19, 2011, Naylor Canada farmed out its Winnipeg operations to New Jersey-based Aequor Technologies and immediately handed out layoff notices to 42 pre-press employees.

The 100 unionized staff members at Naylor Publications were invited to an emergency meeting on January 19. Naylor representatives said the company had entered into a strategic partnership with Aequor Technologies. This was being done in the interests of growing their electronic and media business by expanding their digital products and to move from a fixed cost structure to a variable cost structure.

Aequor will be a vendor of Naylor, and all working conditions and contractual obligations with the union will continue. Aequor is taking over management of production and Naylor will be a customer in the relationship. Employees were assured that Aequor would be excellent stewards and that the employees would be in good hands. The employees' membership in the union would remain intact, and seniority and pay with the new company would continue. The company rep indicated that production incentives were being considered and staff would be advised on this later.

The 42 pre-press employees saw their jobs eliminated and their work will go to other facilities (most likely India). The meeting then adjourned and those targeted for layoff were asked to remain in the meeting, at which point they were provided income tax forms required by the new employer, and a script of Q and A that was read to employees.

Termination notices were handed out and varied in duration based on years of service. Yes, this new and wonderful relationship is destined to be brief. After committing years of skilled service to the company, employees were declared redundant and their work was being moved to other countries. (Management didn't ever say where the work was going but Aequor has large facilities in India.)

Once again, a North American employer whose "strategic partnership" profits at the expense of the workers that made this company a leader in their industry plans on exploiting lower-paid international workers who have little or no power in determining their economic futures.

While pre-press employees were told of their impending doom, press and bindery workers were told nothing of their future prospects. However, in a three-minute meeting with the union leading up to the staff meeting, the employer made it clear it was considering the future of the printing operation as well. For now, printing will remain in Winnipeg.

The entire unionized group at Naylor is being transferred to Aequor, while the non-union group of sales, admin and management remain Naylor employees. Employees were told that they would fall under the Canadian arm of the Aequor operation but when asked, the union was told that the entire Canadian arm was the Naylor group and that it would be developed shortly.

The new company is only interested in maximizing profits on the backs of workers by paying foreign and/or non-union workers much lower wages. This is the new Naylor.