

OTHER SHOE DROPS AT NAYLOR/AEQUOR

On the afternoon of March 10, 2011, 38 members working in the pressroom and bindery department learned that they would be laid off and that their work would be sub-contracted to Forum Communications Printing in Fargo. They will join 43 of their pre-press brothers and sisters on the unemployment line.

Once again, the company thanked the employees for making them what they are today. I object to that analogy – our members are hard working, dedicated and committed to putting out the best, highest quality product possible. I don't think that the employer deserves to put themselves into that same category.

The transfer of employees from Naylor to Aequor, just to have them laid off, amounts to little more than a shell game. It is union-busting 101, all in the name of the almighty dollar. These employees have provided excellent service, at unbelievably high efficiency rates, working endless overtime to ensure the timely delivery of the product. The company actually said that if they hadn't been such dedicated employees this would have happened three years earlier. Small consolation to employees who have worked there for much of their careers.

In this second set of termination notices, the employer states that "There could be situations where Aequor might possibly extend notice periods." If you do not have other employment at the time that Aequor chooses to extend your notice period, you would be obligated to accept further work from them, or risk your entitlement to EI benefits. If you quit before your notice period terminates, you will be considered by EI as ineligible to collect EI benefits. In the Union's opinion, the best revenge is to secure employment elsewhere as soon as possible. Enough of the company adding insult to injury by dragging out the inevitable for their own advantage.

NOTICE PERIOD vs VACATION ENTITLEMENT

A member reported to the union that he had been told by management that his 6 weeks of vacation was included in the notice period that he was given. The Union has confirmed with management that your notice period is what has been specified in your individual notices. You are still entitled to take your scheduled vacations until such time as you leave the employ of the company. When your employment terminates, you will be paid out all unused vacation entitlement at that time.

The Union is proceeding with the grievance filed on behalf of all members regarding vacation entitlements. It is our position that you earn your vacation in one year, and take the time off in the next year. This means that when you quit, you are owed vacation pay from your last anniversary date to your termination date. We will keep you apprised of the status of this grievance.
