



CEP 191 Naylor Bargaining Bulletin # 1

Volume 1, Issue 1

Week of April 27, 2009

Communications,
Energy and
Paperworkers Union

Naylor ties wages to value of CDN dollar

Local 191 Bargaining Committee

- Sharlene MacCoy – Pre-press
- Scott Selver — Bindery
- Darryl Rosenfelt — Bindery
- Paul McKie — CEP National Rep
- Adolph Setek— Local 191 Rep

Naylor management made it clear to your bargaining committee last week that there is no money for employees.

In a bizarre monetary offer late in bargaining Thursday, Naylor offered desperately low wage increases that could vanish during the Collective Agreement if the Canadian dollar increases in value against the U.S. dollar.

The bizarre wage formula was added to an impossibly unrealistic wage offer of zero, 1 % and 1% over three years. Those ones would disappear according to the Canadian dollar wage formula.

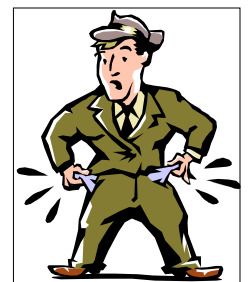
Instead a bizarre lump sum

payment of 0.5% would be paid instead—a low amount that also eliminates compounding wage increases.

As bad as that sounds you told your committee that wage increases were not as important to you as financial improvements in other areas—principally pension and sick time.

Well, Naylor has ignored your concerns about your retirement and long-term illnesses. The Company has rejected any attempts by the bargaining committee to increase pension or add short term disability.

There are so many Nos it's hard to keep track. No to increased supervisor pre-



miums, no to limiting use of temps in bindery, no to more Vision care and No to vacation improvements.

The bargaining committee does not deny that economic times are tough. Yet in these tough times CEP has achieved fair wage increases, pension improvements and other financial gains with other employers. Naylor is using these tough times to deny you a fair deal.



Check out www.cep191.ca for online editions and updates.

Conciliation the next step

After receiving the Employer's financial offer in which almost no money at all was offered, the Union countered with an opening wage offer of five per cent annually.

The employer at least three

times mentioned conciliation so in the light of the wage offers the Company applied.

The provincial conciliation office has already assigned a conciliator and he will contact the parties for

dates. The conciliator will attempt to get talks moving again. Once a conciliator has been appointed the parties must attend the conciliation offices and participate, although the conciliator can't force the parties to bargain.