

# BARGAINING UPDATE #3

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## NAVISTAR CAW LOCAL 127 & CAW LOCAL 35

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JUNE 4, 2009

Dear Sisters and Brothers,

On behalf of the Bargaining Committees of CAW Local 127 and CAW Local 35, we want to express our appreciation for your solid vote of support at the recent membership meetings held on Monday, June 1, 2009. We cannot express enough, how critically important it is to the bargaining process that our members understand that we are faced with enormous challenges once again from the corporation. They have put significant demands in front of the committees, especially around the future outlook of the facility.

In this last week, we have continued to work on the members' proposals and the corporation continues to resist any improvements to the current agreement.

The key issue continues to be the corporation's unwillingness to maximize our facility by ensuring we have full production scheduled into the future. As explained in the last bulletin to our members, Navistar's Management Team is continuously telling your Bargaining Committees that there will be significant outsourcing of our work to third party vendors. In addition, they are demanding the production guarantee of 35-a-day be eliminated from the collective agreement. This would mean a workforce that is significantly smaller. Management is refusing to deal with the hundreds of workers that will be affected by this decision.

Your bargaining committees continue to resist these changes and this may lead to a significant impasse in the negotiations. There must be recognition by this corporation, that the workers in the plant and office have made significant concessions in the past and despite this, have produced a top quality truck which we have designed, launched, and built in Chatham. These massive changes affect production, trades and the office alike. It is very frustrating to sit across from an employer that holds such a negative attitude towards the workers, but the bargaining committees are committed to stay at the table in our attempts to work out the best possible collective agreement for our members without a dispute.

As all of you know, the corporation has taken a negative step by installing a toll free number whereby the plant manager is providing updates to our members which are at best, the corporation's spin on these difficult negotiations. We are confident that our members will understand that what they hear from the employer is not consistent with what they are saying at the bargaining table. Their proposal on the future of the plant in no way, shape or form protects any jobs and fails miserably to even protect the current membership. Their plan is to bring in third party vendors at the expense of our members.

We ask you once again not to listen to rumours or innuendos and put your trust in your elected bargaining committees which is paramount to reaching a fair and equitable collective agreement.

The strike votes that were at 95% and 92% respectively, are critical and are a tool to ensure that the corporation gets the message that the members support their elected leadership. We want to emphasize that our goal is to reach a settlement that will be ratified by the membership without a dispute. To date, the corporation's attitude at the table leaves your bargaining committees with the impression that the corporation is attempting to force a dispute so they can blame the union and their workers if an agreement cannot be reached.

We will continue to update the membership as we progress through these difficult negotiations.

**In solidarity,**

**Bargaining Committees – CAW Local 127 and CAW Local 35**

**MESSAGE FROM CAW NATIONAL PRESIDENT, KEN LEWENZA**

**Dear Sisters and Brothers,**

**I have been constantly updated by your bargaining committees and I am fully aware of the corporation's demands in this round of bargaining. I want to encourage our members to stay solid and fully support your bargaining committees and congratulate the membership on their recent strike vote support.**

**There can be no debate, these are difficult economic times but the facts are that Navistar has made enormous profit and increased their market share over the last number of years while our workers have not had a wage increase or a sense of job security for 10 years. This remains unacceptable and must be challenged.**

**Although the truck market remains volatile, this should not lead to more job insecurity and less income. I am committed to work with your bargaining committees to do whatever I can as your National President to provide full support.**

**The last rounds of negotiations were gut-wrenching and nearly lead to the loss of life to one of my members at local 444. We cannot forget the past as we move through these negotiations and into the future. I have full confidence in your bargaining committees that they will deliver the best possible agreement on behalf of their members. On behalf of the total union, I want to ensure the membership of CAW Local 127 and CAW Local 35 that as in the past, you will have our full support during these negotiations.**

**In solidarity,  
Ken Lewenza  
National President**