

November 30, 2011 NAVISTAR UNIT UPDATE
C.A.W Local 127 and Local 35

Dear Sisters and Brothers,

A great deal of time has passed since any information has come your way from the Bargaining Committee or the National Union as to the state of things in regard to a "Closure Agreement" with Navistar. The last update the Members received was in September of 2011 sent out by mail to each Member. Since that time the following update is offered:

- i) An additional meeting was held between the Company and the Bargaining Committees for both Local 127 and Local 35 along with the National Union Representatives. The date of this meeting was September 23 to 25, 2011. The meeting resulted in further conversation between the two parties and the issue's that remained outstanding at the end of that weekend, again evolved around Pensions and Severance. In other words, a "Closure Agreement" was not achievable based on these items.
- ii) An additional proposal was sent to the National Union and the Bargaining Committee by the Company in mid October 2011. There was a conference call that included Sonny Galea and I, Company Representatives and National Union Representatives. At the end of this call, again there was not a satisfactory resolution to the Pension Item that remained outstanding. This was the Company's last proposal to date to the Union and as a result of a Conference Call Meeting, there has been letters sent to the Company by the Union, written by both Brother Lewenza and Brother Wareham, looking for clarification on certain items contained in the last Company Proposal.
- iii) The Local Bargaining Committee's and the National Union have had two conference calls since the last conversation with the Company. The last call was on November 20th 2011. Discussions were about the outstanding issues, and where non resolution may take us to in the future. We are currently awaiting a response to these letters by the Company.

On the Pension items that remains outstanding...I have heard couple of differencnt renditions of what is taking place and the Membership needs to have some understanding of why this item is so difficult at the Union Representative End. The Bargaining Committees are not trying to "renegotiate" the Pension Agreement. The Committees and the National Union are asking that the Company live up to the language believed to be in the Pension Agreement as it is written. In simplest terms, pay out as described per the language. The Company would like us to agree to something "less than" what the Union believes is owing to their Members. The National Union will send along a mail out to each member to further explain this situation in terms that the Members can understand. The mail out may take some time yet as we are committed to awaiting responses from the Company to any items that continue to be discussed either in writing or verbally. A confirmation will be sent out to the Members when a date for this mail out is available. Some discussion occurred between the Bargaining Committees and the National and Local Union about having a Membership Meeting following the mail out of information to the Members. I will notify the Members of any pending Membership Meeting Date

when one has been established. At that time the Members can ask any questions and verbalise any concerns they may have.

A few weeks ago *The Chatham Daily News* printed an article, written by a local reporter, implying that our newly elected Politician would contact Navistar in pursuit of jobs for the Chatham Facility. Since that time I have not read or heard anything from the Political Representative or The Company that would be indicative that there has been any further discussion, success or failure with this item.

It has been 29 months of waiting. It goes without saying that the Members have endured enough and that a closure to this saga needs to take place. As difficult as this is on all of us, the Bargaining Committee has remained dedicated to the Members and will continue to do so. Following reading this "Update" you will see that little progress has been made since the first "Closure" talks took place in August. My apologies for not writing more often, however with not much to report, it is often difficult to write. I have been asked by the Action Centre to send out a brief email every few weeks, even if it says that "nothing" has taken place in that time frame. I will commit to doing this.

In Solidarity,

Cathy Wiebenga – Plant Chairperson
C.A.W. Local 127
Navistar Unit