

January 25, 2011

## Navistar Unit News Letter - C.A.W. Local 127

Dear Sisters and Brothers,

As you know a meeting was held on January 20, 2011 between the Company and the Union in regard to bargaining. As explained at the Unit Meeting held on January 22, 2011, I would like to be able to report that we find ourselves closer to getting a Collective Agreement with the Company, but I have to report that we are not.

Since the beginning of 2011, we have seen a number of articles in our Local Newspapers about our situation as Navistar workers. It started off with statements from Roy Wiley, spokesman for the Company stating that the Company would make a decision about the Chatham Plant in 2011. As a committee we had to consider this statement and question what it meant to us the workers. Are we still in the bargaining process, or has the Company already made their decision about what they will do with the Chatham Facility?

At the meeting the Company spoke to us about the market remaining the worst it had been in 50 years. They told us that based on the inability of the Union to have us the members agree to the proposal from the Company to reduce the number of jobs at the facility to around 100, they were pulling their proposal of June 2009 off the table. They state they have saved \$16 million by idling the Chatham Plant. The Company also reported that they have more capacity than they have ever had and due to the recent ratification of a new Collective Agreement with the U.A.W., they have more flexibility than they have ever had. They stated that some of the stumbling blocks in regard to our negotiations are requests such as severance packages for those who would be reduced out in the restructuring, incentives for those with higher seniority to leave and "The Union" wanting a commitment from the Company to build trucks in Chatham. The Bargaining Committee's translation of this: "We do not need you! We don't care about the workers who will be left without a job, and we have no intention of committing any number of trucks to be built in Chatham. "

On Friday, January 23, 2011, an article was found on the web written by Jeff Green for Bloomberg News. \$600 million Bet on Truck Emissions Saps US Sales. This article was about the Navistar Engines and the drop in market share and the potential loss of additional market share for Navistar based on the engine information supplied in the article. On top of all of this our Canadian dollar has been at about par with the US dollar for a number of years and the global economy has not yet recovered. Very disheartening for all of us!

Since the time of our Unit Meeting there have been additional media releases via Company spokesperson Kyle Rose. The Chatham Daily News – "It's never been about the quality of workmanship at the Chatham Facility" The stalemate by the C.A.W. has been driven by factors outside of the workers' control." The Rock Radio Station - "No decision has been made on the fate of the Chatham Plant and the lines of communication remain open with the Union."

Our recommendation to the Membership at the Jan. 22, 2011 meeting with the Membership was that as a committee, based on the information we had, was to sit for a number of weeks and watch the market to see if there were reports of improvement and consider all other factors prior to going back to the Company with another proposal. Our position today has to be to return to the table with an offer to the

Company...more discussion on this will take place at the next Unit Meeting. We remain committed to obtaining a new Collective Agreement with Navistar.

All of this in less than a week. Evidently, the Company feels compelled to offer us the worker absolution. Perhaps a little too late for those of us who need a job! Perhaps some potential employers in our community will reconsider when looking at a laid-off Navistar workers resume. Are these just cover you butt statements to protect their reputation based on the prior statements offered to the media by Roy Wiley? I can contemplate and reflect to you my own thoughts all day on this. I am sure based on the number of calls I have received over the past four days, that each of you wants to ask questions, raise your concerns, and talk about your thoughts on this. We are the Union and every person belonging to the Unit has a voice.

During the Unit Meeting on January 22, 2011, a date was set for the next Unit Meeting, February 13, 2011 at 10:00 am. This is a Sunday morning meeting. The Membership present at the meeting this past Saturday has asked that this date also be announced over the radio; Brother Neaves has committed to taking care of this item. Please attend this meeting if at all possible.

It has also come to my attention via a third party, with the best interest of the Membership in mind, that some of our members have difficulty standing up and speaking at meetings. We need to resolve this. I do not like hearing that any Member fears some form of retribution from their fellow workers for sharing their thoughts. The Membership should recognizing that we have options in regard to this issue. I have often asked members to raise their thoughts and concerns by sending an email. To date, I have never reneged on my commitment to a Member to maintain their privacy, for whatever reason a Member would rather remain anonymous. Again, all Members have an equal voice and if you feel that it is easier for you to express your thoughts via this avenue, my email address is [scottw@cogeco.ca](mailto:scottw@cogeco.ca). If any of the questions raised are read at the Unit Meeting, no names will be disclosed and any other personal data due to sending an email is removed from any printed paper.

Also raised at the meeting were two other items: Seniority Numbers and Union Cards.

An updated seniority list has been provided to the CAW Action Centre. If any of you would like to attend at their location and review the list please feel free to do so. Union Cards will also be turned over to the Action Centre for our Members to pick up as of Monday, January 31, 2011. For those unable to go to the Centre, they will also be available for pick up at the CAW Hall on Merritt Ave. on February 13<sup>th</sup>, 2011, the date of our next Unit Meeting.

In Solidarity!

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