

September 27, 2009

Dear Sisters and Brothers,

A General Membership Meeting was held on September 28, 2009 at the Hall. Although Sunday is not the best day for a meeting, this was when the Hall was available to us. The information reported to the Membership was as follows:

Chair's Report

- 1) Meetings of the Committee - The Committee has been meeting to discuss a new Collective Agreement among themselves and continues to do so on a regular basis so that we go back to the table we are all on the same page about where we can and cannot go with language and all other issues surrounding a new Collective Agreement. Obviously the Company's proposal in June is not acceptable and they have not come back to us yet for discussion.

The 3<sup>rd</sup> quarter report of the Company included the possibility of closure and it also identified that the Company would decide on their "strategy" for the Chatham Plant in the 4<sup>th</sup> quarter. It seems that although we went to bargaining in May and June, the Company had not made any "real" decisions about what they want to do in Chatham. Based on their prior statement, "Even if we get a Collective Agreement we will be off of work for a length of time", it had always been their intention to just lay us off and not do anything until they were ready. It is a cost savings to them to not run the Plant in this economic downturn.

- 2) There was a rally that took place when the South West Economic Alliance held a meeting this month at the Wheels Inn. Thanks to those who attended. The result of this rally was that some of the Union Representation from Navistar along with Brother Aaron Neaves, Local 127 President were invited in to have discussion by Dan Mathieson, the Chairman of this Committee, about our situation at Navistar and they heard us out as we presented the possibilities for our Community based on the issues presented by the Company during the June negotiations. Since that time, we have met with Mayor Randy Hope and we will again have a meeting this Thursday at the Mayor's Office in an effort to work together with the Municipality to secure work for those of us at Navistar along with others in the community. We will keep the membership posted of any progress.
- 3) Each week I receive many requests and questions from the Membership about issues that arise. One of the common questions was about Members going back to school and what would happen if they got called back to work at Navistar while in attendance at a Post Secondary institution. I did approach Todd Armstrong on this and the following was his response. "Each situation will be judged on a case-by-case basis. However, in the past we have allowed

employees who are enrolled in Post-secondary education at the time of their recall to be by-passed on the recall list until their active semester is complete. In doing so, it is understood that there is no liability, financial or otherwise, on the part of the Company for allowing this and the employee would maintain their seniority until the end of the active semester.”

- 4) P.A.A. - I have had a few questions about the Company paying out P.A.A. and as always this will not take place until the calendar year end, which is December.
- 5) In the past week I have also been asked about benefits based on the letter sent out by the Company and the fact that some found it confusing and misleading. Todd Armstrong was not in the Plant when Brother Wright and I attended there this week. When we get a response we will forward it on to the Membership. So far I have the names of three individuals who dropped off cheques with the wrong dates due to the letters writings and were not allowed to purchase the benefits due to this error in dates on the cheques. If anyone else out there has the same scenario, please let one of the Committee Members know so that we have all of the parties involved on file when we speak to the Company.
- 6) Many of those who are in receipt of WSIB are receiving paperwork in the mail from WSIB letting the worker know that the Company is challenging WSIB about their Claim. All cases are different, however the Committee has been at the hall each Wednesday morning 9:00 a.m. to noon and will continue with this for the Members to review with them what is written and advise them on what to do with this paperwork. When bringing this information to us, please be sure to bring the paperwork. For the next 4 weeks the dates are as follows:

September 30, 2009  
October 7, 2009  
October 14, 2009  
October 21, 2009

Most of the discussion at the meeting evolved around programs and services that the C.A.W. Action Centre offers. They state that many from our membership have yet to utilize the services of the Centre and invited all to do so.

As a membership we are experiencing a situation, lay-off without a Collective Agreement, which is a new twist to the usual. It is frustrating; it keeps us wondering, and because building trucks is how we pay our bills, touches our personal lives on a daily basis. The Committee will be meeting several times over the next few weeks in an effort to move forward and approach the Company about going back into bargaining.

In Solidarity,

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