

## Information Flyer

Hello from the PPWC Local 2 Executive. The purpose of this flyer is to bring to light the continued issues that have plagued the membership of this Mill. And to inform the membership that the Executive has reached a stalemate with the current Management (HR) regarding a path forward.

### Outstanding concerns at the Mill

#### **1. Safety**

- a. Maintenance not being performed on failing equipment.
- b. No safety meetings in some departments and on some crews.
- c. No investigations performed following incidents to prevent future events.
- d. Regular clean up not being performed to prevent fires.
- e. Personnel being expected to stay beyond their 12-hour shift.

#### **2. Payroll**

- a. Many union members not being paid properly, missing days, wrong rate etc.
- b. New payroll system implemented that continues to have serious shortcomings 17 months after implementation.
- c. Many members missing substantial portions of their cheque following payday putting them in a difficult position financially.
- d. Placing the onus on the employee to identify and correct their pay.

#### **3. Lack of Manning**

- a. Not replacing employees that have left due to a variety of reasons.
- b. Insufficient relief structure to accommodate time off for members throughout the mill.
- c. Inability to train union members to fill the many positions that have been vacated due to attrition.
- d. Threats of cancelling members holidays if we do not allow temps/contractors in the mill.

#### **4. Replacing the workforce**

- a. Continued reliance on contractors to perform work that had traditionally been done by union members.
- b. Not notifying the union of potential work, and using contractors.
- c. Not replacing maintenance workers that leave for a variety of reasons.

In closing, please continue to show up to work, do your job to the best of your ability. The grievance process continues to be broken as most grievances are denied. The payroll system is still broken leaving members short handed after payday. Safety continues to be an ongoing concern throughout the Mill. Lack of manning puts additional stress on members, having vacation denied, working excessive hours, and exacerbating safety concerns.

The Executive takes these issues seriously and will be taking the necessary steps to try to resolve them. We feel like these concerns are negatively affecting our basic quality of life. Please stand with us as we try to continue to work through these issues in the hope of negotiating a fair contract, and reasonable working conditions for the membership.