

STATE OF AFFAIRS

GRIEVANCES

We still have a number of very important grievances in the system that date back as far as 2016 that we're actively trying to resolve. When we returned from our Labour dispute and had the Return To Work agreement in place, there was decent communication between the Company and the Union and that resulted in a lower number of grievances. When the Return To Work agreement expired at the beginning of 2022 and the attempts to renegotiate it did not succeed, the Company stated that they did not need a return to work agreement because they were not going to violate our CLA.

The following breakdown of unresolved grievances filed per year tells a different story:

2016 – 1
2017 – 16
2018 – 15
2019 – 14
2020 – 11
2021 – 20
2022 – 28
2023 - 166

Total: 271 Unresolved Grievances.

SAFETY

As you will see from the stats, there are way too many unresolved safety issues in our workplace. These stats are only taking into consideration what is escalated to our senior safety committee level. The numbers will most certainly be higher at the shop floor and Org level. There has been far too many accidents, injuries and close calls for everyone not to be alarmed. If something doesn't change, we will unfortunately see a fatality. The mentality of meeting production targets at any cost must change. We're here to provide an honest day's work in the safest manner possible.

Breakdown of unresolved safety items at KKOHS&E:

2018 – 3
2019 – 3
2020 – 1
2021 – 10
2022 – 15
2023 – 20

Total: 52 Unresolved Safety Issues at the KKOHS&E.

ANALYSIS

Our reasonability as Reps is to resolve issues in accordance with the CLA, regulations and law. Our Reps are doing a great job filing grievances and raising safety issues. We need the Company to stop violating our CLA and work with us to resolve all of our outstanding grievances. As the Company controls the purse strings and the direction of their management, we need them to provide our members with a safe place to work. We need our members to follow all standard procedures and not take short cuts to meet the Company's production targets. In our view, if following the standard procedures means that you can't meet the Company's production targets, then either the production targets are unrealistic or the workforce levels are too low for the job.

NEW CLA

The new CLA has finally been sent out to print. In the meantime, we have uploaded the final proof copy to our website for members to access.

YOUR UNION AT WORK!