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October 9th, 2019

TO: All Unifor 594 Members

RE: Bargaining Bulletin #10

The Company and Union Bargaining Committees separately met with the Mediator at the Delta Hotel in Regina on October 8th & 9th, for our nineteenth and twentieth days of negotiation.

The Union Bargaining Committee met with the Mediator a total of six times over the two days, and each and every time the Bargaining Committee reiterated our firm position that any switch to a DC Pension Plan must be on a voluntary basis and anyone who chooses to remain in the DB Pension Plan needs to be protected by an irrevocable agreement. In these two days it was a very frustrating process of rehashing our position and arguing in circles with the Company only to have them come back with a different way to not give us the voluntary switch and DB protection.

At the end of the second day, the Company, through the mediator, presented an offer that completely ignored the needs of the membership and forced all DB plan members to switch to a DC plan. The Company continues to misconstrue words like 'choice' and what it would look like. The reality is the only choice they want to give the membership is a forced switch to a DC plan.

The Mediator, unable to make any headway, has refused to book out and begin the 14 Day Cooling Off Period. The Mediator wants to give the Company more time to consult their Pension Committee and decide in Saskatoon if they will offer a fair deal that treats all of our members with respect.

We will sit down again with the Mediator on November 7th to continue mediation, but the Company's position will likely be clearly evident in the workplace.

Next General Membership meeting is on **October 22nd** at 5:05pm at the Union Hall (200 Hodsman Rd).

In Solidarity,

Unifor 594 Bargaining Committee