

Our goal is to have the information contained in this newsletter driven by the members of BCTGM Local 154G. We welcome your questions, concerns and letters from readers. We will do our best to find the answer to your question. We can't publish everything, but we will try to provide a wide range of opinions. We may edit your submission.

## What's? YOUR Beef?

### How You Can Contact Us????

We welcome and read all submissions. Include your name and telephone number. We will not publish your name unless you request it.

Questions and letters, which cannot be verified by telephone, will not be published.

e-mail: [bctgm154@execulink.com](mailto:bctgm154@execulink.com), Fax: 432-2153, or contact your Union Executive or Newsletter Committee

(Lee Munn, Phil Hames, Jody Jones).

## What income will I receive if I become totally disabled?

**Short Term Disability** (Section 15:06) is the benefit available for the first 26 weeks of the recognized absence from work. (Eligibility requirements apply.)

**Weekly pay** = Pay rate x 40 x 66% (taxable)

### Examples:

Maintenance Mechanic Class A:

\$30.42 x 40 x 66% = **\$803.09** (less taxes)

Floater:

\$23.09 x 40 x 66% = **\$609.58** (less taxes)



**Long Term Disability** (Section 15:07) is the benefit available after 26 weeks. (Eligibility requirements apply.)

**Monthly pay = \$2000.00**

(less taxes and less any CPP benefits.)

*Health Care and Dental Benefits  
 continue while receiving disability benefits.*

## Presidents Report

By Leonard Firmani

We are in negotiations on the following days:  
 February 20, 22, 23, 28, March 1, 2, 6, 8, 9, 20, 22,  
 23, 27, 29, 30, April 3, 4, 5, 6, 7, 8, 2006.



We will be in a legal strike position at 12:01 April 9, 2006. All efforts should be taken to be ready for this possibility. It is our intentions to get the best contract we can negotiate thus averting the need for a strike.

I have had discussions with some of the U.S. Plant Presidents over what is happening in their plants. Their main concern is forced overtime. In Battle Creek, where they have not forced heavily for years, things have changed.

The Company is forcing 12 to 16 hour shifts. They begin the week by forcing the junior employees. As the week progresses the forcing goes up the seniority list until the senior 30 year people are forced to work the weekend.

Local 3-G President Rocky Marsh is trying to address this issue, but the Company does not want to talk about it. Due to Supplemental Collective Agreement they are allowed to force and they said they are going to continue.

The Omaha Plant, according to Business Agent Mike Jens, Local 50-G, has had a rash of discharges due to sleeping on the job. Some of these people had made a bed, others were lying in the change rooms and a few nodded off on the job.

Kellogg Company Inc. is changing. It is not the same employer that everyone remembers. Kellogg's is keyed on profit and growth, employees are a means to an end process, not the family oriented company of old.

## Negotiations

By Lee Munn, Newsletter Committee

Our Union has fought hard negotiating benefits that enrich and contribute to our well being. From hourly wages, pension, healthcare, and working conditions to voluntary overtime our past Executives bargained these rights for us, its members.

The Union and Company meet early in the year that the Collective Agreement expires and each side presents their amendments for proposed changes. Union issues address language resolving any areas and issues raised during the current Collective Agreement, such as housekeeping changes and the pursuit of better language, benefits and working conditions for our members. Company amendments follow their own agenda and usually focus on cost containment, flexibility, and continuous 24 hour – 7 day a week operation.

Over the next several months, amendments are either agreed upon, withdrawn, modified or are not resolved. If it appears unlikely a settlement will be reached, a conciliator attends and attempts to bring both sides to agreement. If this fails he/she files a "No Board Report" and after a set timeframe we may withdraw our services or the Company can lock us out. Also, the Union may be forced to submit a final offer by the Company for a vote by the Membership.

Past contract discussions to achieve 24/7 scheduling has been focused on adding additional weekend workers, expanded use of students, temporary or casual workers, and entry level employees.



## Are You Active?

The No-Name Newsletter/Caat 110/Calm/Author Unknown

ARE YOU an active member, the kind that would be missed  
Or are you just content that your name is on the list?  
Do you attend meetings and mingle with the crowd  
Or would you rather stay at home and complain long and loud?  
Do you give a little time and help to make things tick  
Or leave the work to just a few and talk about the clique?  
There's quite a program schedule that means success if done  
And it can be accomplished with the help of everyone.  
So come to all the meetings and help with hand and heart.  
Don't just be another member, take an active part.  
Think it over, member, are you right or wrong?  
Are you an active member or do you just belong?

## Forced Overtime

By Lee Munn, Newsletter Committee

### LEARN FROM THE PAST... PROTECT YOUR FUTURE

*It's 1:45p.m. on the 7-3 shift and your supervisor informs you that you are required to work until 7 p.m.*

*The schedule goes up and you are forced to work Saturday and Sunday.*

*It's 11p.m. at home and your phone rings and you must be in at 3 a.m. (no childcare, no sleep – nobody cares).*

Childcare, weddings, parties, trips, holidays are all affected. All of the above and much more happened daily at Kellogg's for many years. It disrupted your health, home life and family well-being.

If you didn't work you were disciplined. It became a daily game of answering machines, screened calls, excuses (I've been drinking), and lying to make it through each week. Many members were forced to work up to 60 hours each week.

In 1990 a Union member filed a complaint with the Department of Labour over forced overtime and the Union and Company met with the Department of Labour to address the issue.

One of the solutions to excess hours was "WEEKEND WORKERS" and a policy letter was negotiated in 1990. After many grievances over forced overtime, the Union filed for arbitration.

The arbitrator ruled in the Union's favour and limited the work week to 48 hours. In Contract Negotiations in 1991 your Executive negotiated totally voluntary overtime language. All sections of specific language regarding administration of forced overtime were removed from the contract and 18 pieces of language were changed or deleted.

A large percentage of our members have never experienced the horror of forced overtime. It's hard to put into words the impact this had on your family and personal life.

With a lot of members who have never encountered such an oppressive work environment, we urge all of you to freely discuss this issue in order to better understand the consequences of this unfavourable scheduling practice.

## How Safe are Your kids?

Last year 49,000 young workers were hurt or worse in Ontario.

These injuries and deaths can be prevented. Help protect our kids from getting injured at work.

Our kids need to know their rights:

- The right to refuse unsafe work
- The right to know about workplace hazards
- The right to participate in keeping the workplace healthy and safe

Talk to your kids about how to stay safe while working. What you teach them may save their life.

For more information 1-888-921-WSIB.

### Ontario Workplace Safety Student Video Awards Contest 2006

Grab a camera and make a video on the theme "Safe work is..." for the 5<sup>th</sup> annual WSIB student video contest. Create a documentary, drama, TV commercial, news report, music, animation – whatever you think gets the message out. The entry deadline is April 10, 2006 and schools receive the same award as winning students.

[www.wsib.on.ca](http://www.wsib.on.ca)



**Raising safety awareness through education  
Now there is an alien concept**

## Health and Safety Report

By Phil Hames

Partners in Prevention (PIP), is a Behaviour Based Safety (BBS) program.

In 2004, following other Kellogg Locals, our Local agreed to participate in this corporately driven program. This particular version (PIP) would be classed as an infancy type BBS program. The decision to participate was not taken lightly as BBS programs are a divisive topic within the Labour community.

Key components agreed upon within the PIP program, appealed to the Local Executive and Safety representatives of the day. In particular, the program offered to promote a 'safety based' workplace culture to replace a culture that seemed to promote a 'production first' mentality. This meant participants would be evaluating the systems in place via workplace investigations to ensure the primary Plant focus was safety based. The program also offered a move from a 'punitive' based system to a 'remedial' based system when dealing with individual employee behaviour. Employees found to be committing safety infractions would be put through an education process rather than a discipline process in efforts to promote a 'safety culture' and improve individual employee behaviour.

The program commenced at the end of 2004. Safety reps were encouraged to initiate and participate in PIP investigations in order to tweak the program. This did occur. In the spring of 2004, a review took place attended by people involved in the creation and development of the program. Following this meeting a subcommittee was formed. It's mandate was to fine tune and rollout the program again.

PIP language, an investigation system, a database, and training materials were developed but they continued to be tweaked in response to incidents. The program re-roll out date was pushed back to the end of 2005.

In November a safety incident polarized the Union and company and handcuffed the program. The company insisted on discipline to resolve this incident. The union insisted education should have been used to resolve the issue. What followed was a series of meetings at various levels, along with further program re-writes, to try and reach a resolve. This exercise was unsuccessful.

Since then, the company has continued to apply 'punitive' disciplinary measures rather than 'non punitive/educational' measures. It is the Local's position that this practice has destroyed the original intent of the program and the company has abandoned any serious commitment to the Joint Partners in Prevention program relationship.

## Excerpts From The Reporter,

BCTGM, Local 3-G, Jan-Feb 2006

Letter from the President  
By Rocky Marsh of Local 3-G

As we start the year of 2006, we hope to give our new Plant Manager, along with the other area managers, a chance to improve on our relationship. It should have concerned every member how Management has had the "lack of regard for our families, our interests, our faith, and our general physical and mental health" and has placed more importance on "pounds produced". How can the Company hope to achieve World Class status while employing Third World work standards that ignores the needs of their employees? A prime example of this is our work schedules, which have been a subject in our newsletter time after time over the years.

We do feel that Mandatory Overtime is out of control and has become a standard scheduling practice, even though the Arbitrator stated that Mandatory Overtime could not be used to fill-in for adequate staffing.

**Our London Plant is the only Kellogg location with voluntary Overtime and weekend worker language.**

## Training Report

By Bob Martin

We are all aware that training has become a major issue for both the Company and the members Local 154G. With this in mind, both sides of the negotiation table have made training a major focus for 2006 Negotiations.

The Joint Training Committee's involvement in training has dwindled significantly in recent months – so much so that it is safe to say training endeavours are now being dictated by the Company.

It is our hope that at negotiations, we will begin to 'fix' what is 'broken' in regards to training throughout the plant... Only time will tell.

## Accommodation and the Law

By Jody Jones



The right to be accommodated and the duty of both the employer and union are well established in case law. Accommodation is a fundamental and essential part of the right to equal treatment. The duty to accommodate means that the terms and conditions of the workplace may have to be changed. Accommodation with dignity is part of a larger principle, namely, that our society should be structured and designed for inclusiveness. This principle emphasizes barrier-free design and equal participation of persons with varying levels of ability.

Those responsible for accommodation should be aware of the standards for accommodation and the following guiding principles should be kept in mind:

- The needs of persons with disabilities must be accommodated in the manner that most respects their dignity, to the point of undue hardship.
- There is no set formula for accommodation (each person has unique needs and it is important to consult with the person involved).
- Taking responsibility and showing willingness to explore solutions is a key part of treating people respectfully and with dignity.
- Voluntary compliance may avoid complaints under the Code, as well as save the time and expense needed to defend against them.

Barrier removal maximizes integration so ideally everyone is able to participate fully and with dignity. Identifying and removing systemic barriers also makes good business sense.

**ECCO** dispensed \$121,000 for 2005 (10% increase). Thanks to all members who have made a difference in our community. Keep up the good work.

For Employees Charitable Contribution Organization

Thanks,

*Sally Hendricks*

## Mediation Committee

By Vicki Gardner

The mediation committee would like to clarify why we do not respond to “third party” complaints. A third party complaint is when an employee approaches a mediation rep with a conflict issue involving two other employees. In most cases this employee has witnessed the conflict between the two parties and is genuinely concerned to try and help resolve the conflict.

One or both of the parties in conflict must seek advice or assistance from a mediation rep. This enables the mediator to understand exactly what the conflict is and ensures the confidentiality of the complaint.

We as “outsiders” can sometimes perceive things totally different than the parties that are going through this conflict.

If a mediation rep was to act on a third party complaint and approach one or both of the individuals in conflict there could be severe repercussions for the mediation committee. This could be considered an invasion of privacy and intimidation from the mediation rep. The mediation committee certainly does not want to be known as the “Kellogg’s Cops”.

The committee has worked very hard to strengthen our credibility within the workplace and we continue to ensure complete confidentiality.

The mediation committee has been in effect now for four years. In the beginning we were very busy mediating complaints and due to the success of the resolution process, the awareness of what our committee actually does has greatly increased. This has certainly helped to promote a more respectful workplace. When we all try and get along, we are much happier workers and individuals. This also helps to better our job performance and our personal day to day life.

The motto we like to deliver is “You Don’t Have To Like Each Other, But You Do Have To Respect Each Other And Work Together.”

I would like to announce that I am retiring March 31, 2006.

I want to extend my sincere thanks to the mediation reps Jennifer Bannon, Simon Blastock, Kelly Liddell and Don Harper for their commitment and hard work on our committee. I wish you all continued success in the resolution process and I will always be available to assist the committee in any way possible.

## **Be Prepared!**

In the event we are forced to strike or are locked out by our employer there are some things you will need to know.

The earliest possible date for strike/lockout is:

**April 9, 2006 @ 12:00 am**



### **Preparation tips...**

- ✓ Contact financial institutions
- ✓ (re mortgages and loans)
- ✓ Obtain personal line of credit
- ✓ Prescription drugs before April 09
- ✓ Dental work done before April 09
- ✓ ATM cards if with the Credit Union
- ✓ Online banking arranged
- ✓ Remove personal items from Plant

Each member will be assigned and scheduled on a picket team. Your picket captain will contact you before the deadline.



*Strike when all else fails!*

**Strike Committee:**

**Phil Hames, Jason Deering, Jody Jones**

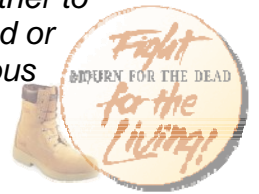
## **NOTICE – STOCK OPTIONS ARE EXPIRING**

120 Kellogg stock options granted July 1, 1996 at \$37 U.S. each expire July 1, 2006. you have several options including a cashless sale. You must set up a brokerage account and complete a W8BEN form. For information and help filling out the forms call:

Merril Lunch  
(866) 866-4050.

**DON'T MISS OUT ON THIS  
\$\$\$\$OPPORTUNITY\$\$\$\$**

Each April 28, our Nation's **Day of Mourning**, many in your community gather to remember those who've died or suffer as a result of hazardous workplace exposure.



Please join us...

April 28<sup>th</sup>  
10:00 a.m. – 12:00  
Tolpuddle Cooperative  
380 Adelaide Street  
(between Dundas & King)

**Defense Fund Update  
\$838,572.92**

## GREETINGS from the Kellogg/AFGM Retirement Association!

By Arnie Steinman – President KARA

Since your last newsletter you have again elected new Executive Members for this year and on behalf of KARA it is my pleasure to congratulate them and wish them well for the coming Contract Negotiations!

As repetitious as it probably sounds I once again urge each and every member of Local 154-G to vociferously support their elected Executive in their pursuit of the best possible contract agreement available



This year will be our tenth year in existence, and many thanks goes to the volunteers as well as the Members themselves for their support and attendance in making K.A.R.A one of the London's best retirement venues!

For those presently employed who may be contemplating retirement, please come out to one of our meetings and get first hand knowledge about perhaps the biggest change in your personal life, talk and meet your former colleagues and just see what retirement is all about, I stress that you do not have to be a Member of KARA to enjoy the benefits although we certainly encourage it.

The meetings are as informal as possible usually starting at approximately 10:30 A.M. with about 1/2 hour for general business, then usually we have been able to attract some excellent speakers that relate to our status as retirees.

At the conclusion of the speaker's subject we can then enjoy a fine luncheon prepared by the Women's Auxiliary of the Canadian Corp.

At the conclusion some time can be taken for just visiting with former work mates, etc. (talk about hard work and all that).

A most popular attraction has been our scheduling of daily bus trips. We have approximately 3-5 trips each year and some have been scheduled for example, to the Drayton Theater, Sanderson Center in Brantford, Niagara Falls, Casino Windsor, etc. and many other events.

Once again a thank you to the Executive of Local 154-G for allowing us this opportunity to participate in your newsletter, and remember

**“SOLIDARITY – THERE IS NO OTHER WAY”**

## Resting Easier....

By Myrna Allen, Recording Secretary

The role of the Executive Recording Secretary is one that requires the wearing of many different hats. There are times I sit in on meetings – quietly typing and taking minutes... (I know, hard to believe the quiet part) and there are other times when I am more active – working with my Brothers on the Executive to best represent the members of Local 154G. During Contract Negotiations my role is to 'as accurately as possible' capture the minutes of each session with the Company – a job which keeps me busy enough, considering we do not tape these sessions (and a role which I am more than happy to adopt).

This past month the Executive attended the Collective Bargaining and Building Along the Way course offered through the CLC at Port Elgin. The course offered priceless lessons and tips on how to best negotiate with the Employer – and our class of 19 shared endless stories of experiences at the negotiating table during the week. The course featured a role playing exercise – the goal? To settle a mock contract. At this time I'd like to thank you the members for allowing us to go – and to tell you that these newly acquired skills will be very timely and useful indeed in upcoming meetings with the Company.

At times in the past (due to our lack of experience) we have all had moments where we've questioned whether our innocence at the table will make negotiations more difficult to 'deal with' considering the fact that the Company has done this many times before... In other words, are we going to be ok? Will our naiveté hinder our efforts?

As your Sister in the Local, a co-worker and silent partner at the negotiating table, I feel it is beneficial to inform you that what I've seen so far – both in the meetings with the Company and in class last week makes me feel much more at ease. I am confident that we do indeed have the right people in the right places at the right time. Each member of your Executive is gifted with strengths that, when utilized together become very powerful tools, and these tools come to light in the setting of the negotiating table.

I'd like to urge every member at Kellogg's to support and encourage all the members of the negotiating team – and to remember that the task of looking after the collective welfares and futures of over 500 members (and their families) is a heavy responsibility at all times, most especially daunting during contract talks.

So to our Brothers – Leonard, Bob, John, Brian, and Johnny Mac – the best of luck – we are behind you, and if no one ever says it: Thank You for the nights of lost sleep and the long hours invested on our behalves - United We Stand.

## Workplace Pensions:

### Defined Benefit vs. Defined Contribution Plans

CAW Local 27 News

Most workplaces are covered by Defined Benefit or Defined Contribution Plans.

Defined Benefit plans (or DB plans) are those in which the employer promises to pay a certain fixed amount each month into each worker's individual pension account.

The main difference between the two systems is RISK. Specifically, who bears the financial risk associated with funding a pension, and paying out the ultimate benefits.

In a DB plan, the employer bears the risk. In a DC plan, the worker bears all the risk.

No wonder employers are pushing hard for DC plans. They want to shift the risk from their shoulders, onto the shoulders of workers.

If the stock market crashes the year before you retire, in a Defined Contribution system, that's your tough luck. The employer is off the hook.

Sadly, more and more employers are refusing to provide their workers with any pension coverage at all – never mind whether it's defined benefit or defined contribution.

Less than 40 percent of Canadian workers have a workplace pension plan. In the private sector, the coverage rate is only 20 percent.

That's stunning. What it means, is that 4 out of 5 workers in the private sector in Canada, get no pension coverage from their employers at all.

What a failure. What a betrayal of responsibility. For these employers, workers are just a throw-away input. As soon as they aren't useful anymore, they're just tossed out the back door with the garbage – no questions asked.

By the way, if you ever wanted a good reason to join a union, this is it.

If you belong to a union in Canada, then there's an 83 percent chance you have a workplace pension plan. Without a union, there's just a 27 percent chance.

There's no other issue, with a more stark difference between union and non-union workers. Not wages. Not benefits. If you want a pension, you need to organize. It's as simple as that.

Now we've heard an awful lot of coverage lately about the problems faced by defined benefit pension plans. And it's true: most DB pension plans are currently in a deficit situation. This means that the current market value of all the assets in the pension fund, are not sufficient to cover all the expected future costs of paying out benefits – today, and into the future.

Back in the 1990's, most DB pension funds had a surplus. Now, within just a couple of years, most are in deficit.

### There are 2 major reasons for this sudden change:

**First:** The stock market declined dramatically beginning in year 2000. all those dot-com companies that were supposed to generate untold riches, suddenly went bust.

**Second:** Interest rates fell to very low historical levels (partly to offset the negative economic effects of the stock market crash). Lower interest rates make it more expensive to pay future pension benefits – because investments don't earn as much interest in the intervening years.

So lower stock markets mean lower asset values. And lower interest rates mean higher pension liabilities. That's a double whammy. The result: surpluses suddenly turned into deficits.

In some cases, however, the funding deficits of DB plans can cause immediate hardship. In some cases, in other words, there IS a reason to press the panic button!

A company that's in deep financial trouble, facing bankruptcy or liquidation, might not have time to gradually work off its pension deficit.

In a worst-case scenario, if the company defaults, its workers and current retirees might face significant cuts in their pension entitlements.

Kellogg Canada Inc. pension plan is in a good financial state. The pension plan is funded within 75% - 85% of the legislated acceptable funding rates.

Our DB pension is in the top 10 plans in Ontario. We are working with the Company to ensure stability of the plan.

**If you receive a letter from Sunlife, you do not have to move your Sunlife S & I Fund until you are 69.**

### Dangers of a Temporary Workforce

By Lee Munn, Newsletter Committee

Certainly casuals or temporary workers would have a debilitating effect on our members.

Kellogg's has attempted at negotiations repeatedly for a temporary workforce. The Union has considered students our temporary workers and endeavour to negotiate language to eliminate the possibility of students negatively affecting our membership.

Student language specifies the number of students working, timeframes they can work, one for one, who they may replace, number of qualifications they may have, etc. to help to limit their negative impact on the regular workforce.

Student and entry level language helps replace workers for illness, vacation etc. but we need to be watchful that this language doesn't go too far.

Without strict language for students and entry level classifications, our workplace could be inundated with very qualified, available cheap labour. Also students and probationary entry levels have no Union representation and limited or no benefits. They are dependant on us to protect their future as well.