

Hello Brothers and Sisters,

At the hall we have been extremely busy catching up and continuing to work on STRIKE related items and pushing towards a better environment in the workplace. We have been inundated with calls concerning the schedule being extended and many calls about forced overtime. Although there are some supervisors that continue to try and bully and disrespect people, there has been a clear effort by many and especially the management team in the center to have a better environment and a less "ownership mentality". The schedules were extended for three weeks because after a 49 day strike there was not enough time for the center to create a 13 week schedule and have it picked. They have added three weeks to the schedule and have some adjustments on it. If you are dissatisfied with your line then I would ask that you try to trade it. Unlike January when we filed 100 grievances, this time the company has a valid reason and another 100 grievances is not going to solve our problems. Trust me when I tell you they were very worried about adding three weeks to our schedules but they had no choice.

As for overtime and forced overtime, it is very clear that the company has more work than can be handled in a 40 hour work week so the company has been forcing the 8 hours of forced overtime allowed by the contract. They have not called a long term service difficulty even though the load probably warrants it. You can speculate whether this is for better relations or if this is because they want to save their 10 weeks for a later date. The fact still remains that there has been no LTSD declared and that affords everyone more time for personal things. However the company is seeking all volunteers to work overtime on a daily

basis and they are looking for volunteers to work the Holiday weekend and every ADO and weekend that you can work. At this time the company is not planning to force people this Sunday, which is Fathers Day. But they will be planning on forcing 8 hours next week and ADO's if you do not have your 8 by your ADO. They are asking that even if you have some overtime that you still work your ADO. That is being asked in the most kindness way. I would also point out that unlike any time in the past the Company is asking the Union to help find volunteers.

Make sure you mail your contract ballots back ASAP.

In Unity,

Mike Somers

President

CWA Local 2100