

UNION UPDATE

11/5/2010

The Union has met with the Company the past few Months over their decision to outsource Material Clerk work to New Breed. This decision was announced on 7/15/2010 with lay-offs beginning in September and the completion by the end of the year, resulting in 10 Material Clerks being laid off.

The Union Bargaining Committee grieved the issue and had filed Labor Board charges against the Company for violating Art. 19 Sec. 19.5 (A) and not providing us with all the information that we had requested. As result of these actions we were able to delay the lay-offs and the movement of work to New Breed.

We have used various different avenues to try and prevent the Company's actions in proceeding forward with this process. Unfortunately we have not been able to stop this from happening in the near future. Previous arbitration decisions have negatively impacted our ability to stop the Company from proceeding with this action.

We have proposed several different things that would add to the duties of the Material Clerk and are in discussions with the Company over them. Some of the things that have been agreed to date are.

- Our Material Clerks will do the cycle counts for the remaining hardware in the facility (several grievances on this issue in the past)
- The Company and Union will define the Bond Room work
- We will continue to meet over work that could be added to the Material Clerk classification (meeting scheduled for next Tuesday)
- Packaging and pre-pack to be done mostly in-house.
- The Company has agreed to not lay-off any Material Clerk until after Jan. 15th.

The Company will meet with the Union to discuss the timeline of the work being moved to New Breed and then we will enter into impact bargaining with the Company.

**In Solidarity,
Your Bargaining Committee**