



## **Company Bargaining in Bad Faith**

Some examples of the Company bargaining in bad faith:

***Agreeing then disagreeing with proposals twice***

***Change of agreed to items 2 times***

Bargaining protocols at Finning has a long history of bargaining in good faith. For some unknown reason, the Company has taken the approach that history has no value in these negotiations. Their to do what ever I want behaviour is appalling and unprofessional. Never before in the history of collective bargaining with the Company have we seen this type of disregard of the process.

For example, because the Union Bargaining Committee cannot accept the Company's proposal LOU for Continuous Shift, they have stooped to the point of directly having meetings with employees to answer the memberships' questions on a daily basis.

The Shop Stewards have been asked by the membership to request Management to stop preaching to them about the continuous shift, they are sick tired of hearing the same story day after day.

When the Company puts their proposals before the membership after the last round of bargaining, which the Union objected, it is considered bargaining with the employees and is an unfair labour practise. Also, in our view this action is disrespectful and disturbing. Clearly the Company's intent is to undermine your Bargaining Committee.

We are in consultation with our legal to see what the next steps are available and what benefit would be achieved.

The Company has agreed to items negotiated at the table then at subsequent days of bargaining when being reviewed, said they did not agree and wanted to change their position. When pressed about this, it was admitted they did agree but after consultation with the affected department, wanted to change their position. If an Article or LOU has been agreed in principle and then that is being rescinded, that does not put much credence in any of the other Articles that have been agreed to.

Clearly, the Company's bargaining committee has difficulty bargaining in good faith.