

**IG MACHINE & FIBRES ASHCROFT LOCKED OUT @ 7PM**

**JULY 12<sup>TH</sup>, 2021**

**Members of Local Lodge 692 have been without a Collective Agreement since February 6<sup>th</sup>, 2020**

Contract negotiation broke down on July 12<sup>th</sup>, 2021 when the company pulled their previously rejected Best & Final offer and replaced it with an inferior offer.

The company has offered a six-year Contract starting July 11<sup>th</sup>, 2021 with **NO retroactive pay** for the first year & a half and a **\$2400.00 signing bonus**.

**Year 1-0%**

**Year 2 2<sup>nd</sup> 6 months-2.5%**

**Year 3-2%**

**Year 4-2.1%**

**Year 5-2.2%**

**Year 6-2.2%**

The Membership have asked for **Retroactive Pay** as offered in the company Best & Final, a **\$400/yr Health Spending Allowance** and **2.5% in each of year 3, 4 & 5**, the company says we are too far apart and locked us out.

There was a Fire evacuation order which created additional complications, the company has also attempted to continue to run the facility with replacement workers and as of this writing the Union has filed two Unfair Labour Practice complaints with the Labour Relations Board and the company has acknowledge in the first complaint, that they were using replacement workers and the matter was settled through mediation with amongst other agreed resolves the company also agreed to a monetary settlement. The second Unfair Complaint was put on hold after the first two days of the Hearing and the parties have agreed to a Mediation process with Mediator Grant McArthur.

The company stands on Quality and Safety and presently they are continuing to produce product with twenty employees in a facility that requires sixty plus employees, keep in mind ten of these twenty employees are replacement workers, which means only ten employees are actually producing product;  
**Quality and Safety, really - you be the judge?**

**This company is a strong contender for the company of the year award.**