



STAR BULLETIN

CEP LOCAL 87-M, SONG

Jan. 23, 2013

Bargaining Relaunch

*Member meetings confirm
Guild shift at table*

**Concession made
on pension upgrade;
progress expected
on rest of agenda**

For weeks now, top company executives and their negotiators have been insisting that our demand for an immediate base-year increase in the main pension plan was never going to fly. The company kept saying it simply cannot afford the many millions a pension upgrade will cost. At the bargaining table, the company was effectively refusing to negotiate. We were left with a decision: Change our position, or begin strike/lockout preparations in earnest.

Your bargaining committee reluctantly came to the view that a deal on a new contract was unlikely as long as we insisted on that base-year pension upgrade. We asked more than 250 members at two Yonge St. meetings yesterday (Tues. Jan. 22) to endorse a new bargaining approach, one that will essentially relaunch contract talks with the Star. We're delighted to announce that with the overwhelming support of the members (only one vote against at the afternoon meeting), we are ready to head back to the table with a very achievable mandate.

We will now be seeking a firm "trigger" that will produce a base-year pension upgrade once the dismal global situation that has hammered all pension plans — low interest rates and low market returns — improves. In other words, we expect improvements as the Star's pension crisis eases. This is a huge move on our part. We expect the company to respond with its own positive moves at the bargaining table.

We expect that upgrade trigger to be real. We expect genuine company moves toward an alternate pension for newer hires. We expect family emergency leave options. We expect a real wage increase. We'll keep you posted. Thanks so much for your support — it means everything.

In solidarity,

— *Stuart Laidlaw, unit chair, and your bargaining committee: Dan Smith and Richard Brennan (alternate) from Editorial, Liz Marzari and Elspeth Staniland (alternate) from Advertising, Les Veszlenyi and Marcelo Pazan (alternate) from PrePress, Layout and Creative, Steve Gjorkes and Matthew Johnson (alternate) from Circulation and Cathie Nichols and Joanne Coelho (alternate) from Finance and Administration*

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