



July 15, 2015

Dear Sister Benson,

One of my Local 2025 members recently sent me a copy of your XO/21 – an update on the transition process.

The members of Local 2025 are keenly interested in the transition process. Its results have the potential to have a significant impact on their work and workload and even their employment.

I was concerned that the presidents of the staff unions, as well as all employees, were not provided with XO/21 with its important information about the transition process. Furthermore, it appears that the XO was forwarded to employees in some sections but not in others. If the transition process is to be successful, I believe it requires the active participation of the staff unions and the staff. It is clear from your XO that this is your intention.

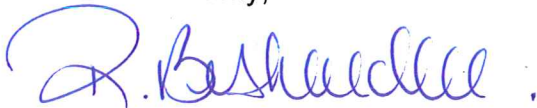
Therefore, I request that you include the presidents of the staff unions on any future correspondence regarding the transition process.

I believe it is important for the staff unions to be involved in the development of the process being headed up by Brother Orfald. So, I am also requesting that a representative of Local 2025 be involved in the development of the plan for the transition process. Involving the unions from the beginning and at this stage will help ensure that concerns are dealt with early, helping to provide a smooth process.

Finally, I ask that all staff receive copies of XOs whenever they are issued, not just on the issue of the transition process. The XOs provide important information on the direction and activities of the union. Unfortunately, there is no standard process in place for them to be forwarded to staff. Some directors have made a practice of forwarding all but confidential XOs to their staff. Others either never forward them or send them only to coordinators who may or may not send them on. All this means is that some employees have information that others do not. With email, there is no reason why the XOs can't be sent to all staff at once which would ensure a consistent approach.

Thank you for considering our requests and I look forward to your response. The members and executive of Local 2025 also look forward to working with you and Brother Orfald in the lead up to and during the transition process.

In solidarity,



Rachel Besharah
President, Unifor Local 2025

c.c. David Orfald
Unifor Local 2025 Executive