



TEAMSTERS

JOINT COUNCIL 52

Affiliated with the International Brotherhood of Teamsters

April 8, 2014

President

Randy Doner

Vice-President

Craig McInnes

Sec. Treasurer

John McCann

Recording Sec.

Brian MacDonald

Trustees

Steve Rodriguez

Brian Lawrence

Gerry Cadeau

Toronto

Teamsters Local
Union No. 847

Teamsters Local
Union No. 1979

Markham

Teamsters Local
Union No. 230

Mississauga

Teamsters Local
Union No. 419

Teamsters Local
Union No. 938

Concord

Teamsters Local
Union No. 647

Stony Creek,

London & Windsor

Teamsters Local
Union No. 879

Ottawa

Teamsters Local
Union No. 91

**Teamsters Canada
Rail Conference -
Maintenance of
Way Employees
Division**

To: All Principal Officers of Local Unions & Conferences
affiliated with Teamsters Joint Council No. 52

Dear Sister and Brothers,

Please find attached a copy of an email that I have today received from Brother Stephane Lacroix and Brother Francois Laporte, Teamsters Canada, with regard to the EXAL campaign. You may recall that in November last year, we were asked to assist in a demonstration at the Ontario Teacher's Pension Fund offices, in Toronto, with which we complied and which was successful.

It would appear that the IBT and Teamsters Canada are planning another demonstration – this one to be held during the pension summit on April 28th, 2014, and we have been requested to assist once again.

Details of the location etc. can be found under the link – <http://www.conferenceboard.ca/conf/pensions/default.aspx>.

I urge all the Teamster Local Unions in Ontario; Local Union Officers, Business Agents, Organizers and members to come out to the demonstration on April 28th to show their solidarity and support. Any assistance that your Local can give will be greatly appreciated and certainly noted.

Please advise Brother Fitos Vritsios, Teamsters Canada Representative, or Sister Lavinia de Mello at the Joint Council No. 52 offices, if you are able to attend.

Looking forward to your continued support and cooperation, I remain

Yours fraternally,

Randy Doner
President

Cc: Mr. R. Bouvier, President, Teamsters Canada
Mr. F. Laporte, Asst. to the President, Teamsters Canada
Mr. S. Lacroix, Communications Dept., Teamsters Canada
Mr. F. Vritsios, Teamsters Canada Representative

/idem



Randy

From: Randy
Sent: Tuesday, April 08, 2014 2:26 PM
To: 'Lavinia de Mello'
Subject: FW: Pension Summit 2014: Time for Action
Attachments: Pitch letter Teachers'.docx; ATT00001.htm

Lavinia If not to late attach this note to the email

From: Stephane Lacroix [mailto:slacroix@teamsters.ca]
Sent: Tuesday, April 08, 2014 1:30 PM
To: François Laporte
Cc: Fitos Vritsios; Fitos Vritsios; Randy; Robert Bouvier; Zelenko Carin; Malizia Louis; McInnes Graig
Subject: Re: Pension Summit 2014: Time for Action

Brothers and Sisters,

Here is the letter that will be sent to the editors of the Toronto newspapers:

Letter to the editor

We think readers - and particularly Ontario teachers - would be interested to learn what the Ontario Teachers' Pension Plan has been up to lately: In a word, union-busting.

The pension plan, which is funded by contributions by and on behalf of Ontario's unionized teachers, is waging a ruthless, vindictive campaign of harassment, intimidation and threats against U.S. workers of a company it owns: EXAL.

In 2010, Teachers' acquired a controlling stake in EXAL, an Ohio firm that makes aluminum bottles and cans, and named three directors to its board to actively manage its investment.

When workers began to organize with the Teamsters union in late 2012, they were met by a vicious campaign of fear and intimidation by Teachers' management which included company reps conspicuously waiting outside union halls to see who attended meetings and coercive attempts to get workers to vote against the union drive by showing them a ballot with the 'No' box checked. Workers report that two Teachers' representatives attended a mandatory meeting with workers at which the union was vilified, insulted and ridiculed.

The U.S. National Labor Relations Board (NLRB), responsible for enforcing labour laws, determined that EXAL illegally harassed, interrogated, threatened and spied on union supporters. The company settled the charges by posting a notice that it would not violate the workers' rights again.

But that was mere window-dressing. In fact, intimidation and fear tactics multiplied. EXAL held daily, mandatory meetings for workers- shutting down lines of operations if necessary - where, as a captive audience, they would be browbeat by hired, professional union-busters. Company t-shirts appeared on which "Vote No Union" was emblazoned, with the Teamsters logo crossed out and the message, "Good pay; Good benefits; Job security... Union Free... Priceless."

Conditions were so bad, the NLRB found that Teachers' management again violated workers'

rights by unlawfully threatening a union supporter and tearing down union literature, even during the required posting period of their settlement over previous violations.

Teachers' management of Exal not only violates U.S. labor law but internationally accepted standards for human rights. In addition, they've exposed Teachers' and its investment at Exal to both reputational and financial risk. Creating a divisive and hostile work environment at the company's only North American manufacturing facility is just bad business.

Ontario Teachers should demand that the stewards of their retirement security enforce the principles of responsibility and respect the core values of the Plan and its participants.

Please also find (attached) the pitch letter that will be used as a "rational" when we will be contacting the media.

Stephane Lacroix
Communications Department / Service des communications
Teamsters Canada

Skype: teamsterslacroix
Cell: 514-609-5101

Privacy Notice

This e-mail contains confidential information intended only for the individual or organization named in message. If you are not the intended recipient, or his, her authorized agent, please notify us of the situation and destroy this message without reading it or distributing to anyone.

Avis de confidentialité

Ce courriel contient des informations confidentielles destinées seulement à la personne ou l'organisation nommée. Si vous n'êtes pas le destinataire du message ou son mandataire autorisé, veuillez nous en informer et détruire le message sans en prendre connaissance ou le distribuer à qui que ce soit.

Do you really have to print this e-mail? Think green! - Devez-vous vraiment imprimer ce courriel ? Pensez vert !

Le 2014-04-08 à 11:00, François Laporte <laporte@videotron.ca> a écrit :

For your information. As mentioned during our last telephone conversation, the IBT and TC are planning a demonstration during the pension summit to be held on April 28. The demonstration is related to the EXAL/OTPP file.

We would appreciate to receive the support of the JC affiliated LU by a strong presence of people.

See de link for details such as location. The time still has to be determine but it should be early in the morning.

Also, I have ask Stephane Lacroix to send you copy of the opinion letter we hope will be published this week in the Toronto area news paper.

Thank you for your usual collaboration.

<http://www.conferenceboard.ca/conf/pensions/default.aspx>

François Laporte
iPhone 5s

Pitch letter

Title: Ontario Teachers = union busting!

Did you know what the Ontario Teachers' Pension Plan has been up to lately? In a word, union-busting.

The pension plan whose many smart investments worldwide are funded by union contributions from teachers is waging a ruthless, vindictive campaign of harassment, intimidation and threats against workers of a company in which it has a leading investment: EXAL.

EXAL's plant is located in Youngstown, Ohio (USA). It is the world's largest manufacturer of extruded aluminum containers and produces aluminum bottles for companies like Budweiser and Coca-Cola.

As EXAL's leading investor, OTPP has appointed three of its executives to serve on EXAL's board, and hence has great influence on decision making. Yet when EXAL workers began to organize with the Teamsters Union in 2012, management waged what workers describe as a vicious campaign of fear and intimidation against union supporters; hence interfering in a free and fair expression of the workers' democratic rights.

To this day, OTPP has refused to meet with Robert Bouvier, President of Teamsters Canada, to discuss a process to ensure a fair election in which workers could choose union representation without management interference and coercion.

The Teamsters have not asked OTPP to divest or make any changes to its investment strategy – only that it live up to its various commitments to responsible investing and active management.

In preparation for Teachers' annual general meeting scheduled for April 10th, Mr. Bouvier is available for interviews on the matter.

Do not hesitate to contact me if you have any questions or an interview request.

Best,