



54 bis, route des Acacias
Case Postale 1516
CH 1227 Geneva
Switzerland

Tel: +41 (0)22 308 50 50
Fax: +41 (0)22 308 50 55
info@industriall-union.org
www.industriall-union.org

*President: Berthold Huber
General Secretary: Jyrki Raina*

Geneva 03 October 2014

Nick Mostowy
General Manager
NGF CANADA Limited
255 York Road Guelph, Ontario Canada N1E 3G4
By email to: mail@ngfcanada.com and fax: (+) 1 (519) 836-4052

Calling for Fair Negotiations with Workers United, Local 2641 at NGF Canada

Dear Mr. Mostowy,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers throughout the manufacturing chain, including the glass sector, in 141 countries worldwide. Our global union family is working closely with our affiliate Workers United in Canada, representing your workers in the plant in Guelph, Ontario and I am writing to you regarding the behavior of your company, NGF Canada Limited.

We are informed that workers at your company have been on strike at the plant in Guelph since 30 September. Over the last several years, unionized workers at NGF Canada have been asked to make significant concessions, in which workers have reluctantly agreed to. During the most recent round of contract negotiations, your management has continued your tactics in order to take more away from workers.

Among some of the critical issues workers are pushing back against are: employee pension plan reform; reduction in vacation time for new hires; changing criteria for overtime hours, and pressuring workers to sign onto a five-year agreement.

Although we are only in the very early days of strike action, you have already indicated that you have the intention to outsource work from the Guelph plant to other places during the strike, and have plans to bring in scabs in order to replace striking workers.

For our affiliate, Workers United, this conflict is not only about wages, it is about rejection of the unfair two-tier system proposed by management that would see reduced wages and benefits for new employees.

We urge you to refrain from any such action and instead to come back to the negotiations with a readiness to enter into fair negotiations and the willingness to compromise. We demand from you to arrange a speedy meeting with the trade union representatives with a view to reaching an equitable result.

We anticipate your quick reply.

Sincerely,

Jyrki Raina, General Secretary