



**Communication, Energy and Paperworkers Union of Canada
25 CECIL ST.
TORONTO, ONTARIO
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LOCAL 25

Brothers and Sisters,

The company's latest offer has been repackaged to seem like they have made numerous improvements, but the fact remains this is a substandard offer with only minimal changes made. We must build on our current agreement and move forward towards a brighter future.

This offer was prepared by the company and Not negotiated by the bargaining committee. The company feels that they can bully us around and circumvent the bargaining process, we want to bargain in good faith!! This latest offer is full of concessions that will set us back 30 years, we will not stand for such disrespect and ignorance. The bargaining committee was elected for a reason, to negotiate a contract not just courier an offer that the company put together.

The time has come to draw the line in the sand, and tell the company no matter how many offers they give us if they are not negotiated we will reject each and every one. We must all remember that we are on the same team and our fight is not with one another but with the company solidarity does work.

Here is one example of the company's dishonesty; this offer talks about a wage increase; well after further investigation and calculations we are actually getting a wage decrease. Calculation are attached

[Click to see figures](#)

In Solidarity

Dimitri Ziogou
Vice President Local 25