



## **INFORMATION UPDATE EXPERTECH Craft and Clerical**

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To all Expertech members:

As all of you know, the Bargaining Committee, after much discussion and weighing of options, has allowed Expertech to offer a VSP as well as an RIO for eligible employees. The details of the offer has been sent to all employees. The company told the Committee that they have a surplus of 120 employees and want to offer this VSP/RIO rather than invoke Article 11 to deal with the surplus at this point. They will see how many employees voluntarily leave the company before they decide what to do if it is less than 120. That being said, the company has the right to invoke Article 11 if they identify 50 surplus employees' company wide. The Collective Agreement also states that the company has to inform and consult with the union before they take any action with Article 11. There are other options that can be explored before resorting to layoffs, like a reduced workweek etc.

We cannot predict what the company will do at that point. In all the uncertainty, the best we can do is advise our members to fully understand the details of the VSP/RIO and also fully understand what rights they have in a layoff under Article 11 before making a decision.

We encourage all members to read Article 11, as well as the MOA (Memorandum of Agreement) on Reduced Work Week and the MOA on Restrictions During Article 11 Layoff. These MOAs are in the blue pages in the back of the Collective Agreement.

Please contact your Local Steward, Chief Steward or Local Executive if you would like more information or ask questions about the VSP/RIO offer or your rights in a layoff under Article 11.

**Solidarity,**

**Your Ontario bargaining committee,**

Eric Johnson  
Paulo Duarte  
Kevin Klan  
Harold Hellings  
Emilio DiFrancesco  
Patricia Bond