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National President
Président national

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Quebec Director
Directeur québécois

Robert J. Orr
National Secretary-Treasurer
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May 22, 2018

To: LOCAL UNION PRESIDENTS

Sisters and Brothers,

Last week, Chris Parks circulated a letter regarding Unifor “refusing” to meet with the company to discuss Brinks’ desire to allow current employees to convert to the Defined Contribution (DC) pension plan. His description of the DC plan in a very positive light is certainly up for debate. When he says that hundreds of current employees are in that plan, what he does not say is whether they volunteered or were forced in to that plan because they did not have a union, or their union (not Unifor) gave it up.

Chris Parks is correct when he says this was discussed in bargaining, and bargaining is over. Based on proposals in bargaining, the company would like to have had many current employees out of the Defined Benefit pension plan. Like many employers in Canada (*as described in his letter*) Brinks seeks to shirk their long term financial commitment to employees by reducing their obligation over the long term and shifting the financial risk to employees by moving to Defined Contribution plans. Unions in Canada have long been fighting to protect our DB plans from employers looking to minimize risk.

Your bargaining committee was able to protect the DB plan for **all** employees and we should all be proud that we were able to do so. We will certainly meet the obligations we have as a result of bargaining and we will most certainly treat the very unusual “company grievance” with the same respect they do when our members file grievances.

In solidarity,



CHRIS MACDONALD
ASSISTANT TO THE NATIONAL PRESIDENT

CM\sd cope343 (*revised version*)

cc: J. Dias, B. Orr, S. Bateman, R. Dudley, S. Shields