



MEMO

L'unité Loge 9-11 - Local 1976 - Syndicat des Métallos
Unit Lodge 9-11 - Local 1976 - United Steelworkers

Hi everyone,

In order to address many members' concerns over the impact of our actions over the last 2 weeks, we want to take this time to make it very clear to everyone that yes, our actions are having and will continue to have an impact.

Even though this impact cannot be felt or seen in the workplace, your bargaining team thanks you and invites you to keep it up.

Now, always in a respectful manner, it is time to pose one more action. Starting Thursday November 15th 2012, members can:

- Wear running shoes/regular shoes (no high heels)
- Wear boots (no rubber rain boots)

**Camo pants should not currently be worn inside the boots since only a minority can do this. When a large number of members have boots and camo, this might change.*

These are the third stage of steps in making our position visible and understood to the employer.

It is imperative that all members (screeners and PL) participate in order to send the strongest possible message to STAS.

It is important that no work slow down take place.

November 12st 2012