

## Sisters and Brothers

Unifor Local 191 is requesting all labour organization dealing with Naylor Communications, or considering involvement with this firm, to consider how it treated your union brothers and sisters.

Naylor produces industry and trade publications for groups locally and across the country, many of them for unions and other labour organizations. Naylor was formed in Winnipeg 45 years ago but for the past 15 years has been owned by a private equity firm based in Gainesville, Fla.

**Naylor is not a Union shop. It does not employ union members. Naylor is an employer which used deception and subterfuge to unload its unionized workforce rather than seek a solution to whatever problems it was facing. Its actions resulted in 200 members of Local 191 losing their jobs.**

In 2011, through a series of moves, Naylor misled our members and staff at Local 191: the firm announced it had sold its operations to another company but the name Naylor would still be used for business purposes. Within a short period of time the new employer based in New Jersey and India, shipped its printing operations to North Dakota and then, subcontracted the bulk of its prepress work to the India based operations. The move shocked our members, who had been assured that their employment would not be disrupted.

As the layoffs were unfolding, there were ongoing disputes over vacation pay and pension contributions. Naylor took no action to help its former unionized employees. Because the subcontracted firm was based in New Jersey, Local 191 had little leverage in getting it to comply with the collective agreement and provincial and federal laws and regulations. Our union did what we could do but in the end Naylor is a shell company with only a non-union sales force located in Manitoba.

If you need printing/publishing work, Local 191 asks that you consider Naylor's history. If you do business with Naylor, we ask that you insist it use unionized shops for the production of your publications. Unifor Local 191 represents members at unionized workplaces in Winnipeg -- the Winnipeg Sun and Transcontinental -- and we can direct you to them.

In Solidarity,

The Board of Unifor Local 191