

CAWU STCA CANADA *UPDATER*

November 2017

CAWU Momentum

Greetings to all Garda employees,

We are now entering a critical phase of the organizing campaign. If you have not yet signed a card in support of CAWU we urge that you do. Supporting CAWU is the only way to ensure that that you get the union representation you deserve.

The Labour Board requires at least 50% of all bargaining unit employees to sign a membership card, which CAWU must submit to the Canada Labour Board to trigger a legal vote. Your decision to sign a membership card is completely confidential, so don't let anyone tell you otherwise. A secret ballot representation vote will give members the opportunity to choose between CAWU and IAM.

So far, we have had an excellent response and we are very confident that we will attain the required membership cards. We expect to make an application for certification in early 2018. We will keep you posted!

It appears that IAM is so concerned that you may leave that they have invited another union, the Teamsters, to also come sign membership cards. We believe this is a tactic designed to sabotage our efforts. We have also been told that IAM is coercing screeners to sign revocation cards. They threaten that members will not get union support if they refuse to sign these revocation cards. This is not a legal tactic.

This is why we encourage you to sign a CAWU membership card and when the time comes, to vote for CAWU, an independent all Canadian union. **CAWU will fight for better wages, a signing bonus, a performance bonus, more paid sick days, better benefits and pension.**

Your membership dues in CAWU will be \$35.00 per month (\$25.00 for part-time employees). Unlike the IAM or Teamsters, we do not send dues to a US-based headquarters. CAWU uses dues for representation in Canada.

Sign a card today. Support the CAWU in becoming
your bargaining agent.

The Law Protects Your Rights

Pre-Board Screeners are reporting that IAM officials are demanding that they sign “revocation cards”. IAM will submit these cards to the Canada Industrial Relations Board (Labour Board) in an attempt to prevent CAWU’s application to represent pre-board screeners. Workers have been tricked into signing with threats that IAM won’t file grievances or allow shift trades unless they sign.

IAM and their friends the Teamsters are also telling screeners that they will lose benefits, their pensions, and other negotiated privileges. This too is a misrepresentation.

Screeners who have been approached by IAM should know the facts and their legal rights;

1. Your CAWU membership application card is confidential. IAM does not know who has signed in support of CAWU and will never be told. Membership evidence is only ever seen by the Labour Board.
2. IAM’s threats to refuse to represent workers who don't sign a revocation card is not legal. For as long as IAM remains your union, they have a legal duty to represent you. Any failure to do so should be reported to the Labour Board. As well, it’s illegal to interfere with a worker’s right to select or join a union of their choosing.
3. After CAWU files its application to represent you, the law puts in place a “freeze period”. This ensures that neither IAM nor Garda can change any term in your collective agreement, or refuse a benefit that is already yours. ***This includes your right to shift trade privileges.*** This freeze remains in place after the vote to join CAWU, until you ratify a new collective agreement.
4. After you vote to leave IAM, CAWU is legally inserted as the union in the collective agreement. This means that CAWU instantly is authorized to represent you in any workplace dispute, and at the bargaining table.

If you have further questions about your rights, or want to test the information that IAM has given you, please call us. It’s important that you know the facts.

CAWU Organizing Committee

For further information, contact info@cawu.ca or phone 905-499-2585.