

Fact or Fiction. Don't be fooled.

It should be no surprise that TJX and Workers United are working together to try and keep you from bringing in a professional bargaining agent to represent you.

You may have seen or heard about various proposals being circulated. You should note that these are proposals only! There is **NO GUARANTEE** you will get what the proposals state.

They say they have settled the money at 60 cents over 3 years but do not say how long the agreement is going to be.

They go on to say that if you change unions you will go back to zero. The fact is CAWU will bargain up from where the other parties have left off.

Either way you are going to be better off with CAWU.

You should also note that Workers United has said that they will try to reinstate the DPSD. Why did they give it up in the first place?

The company has asked the Labour Board to delay the vote because they are telling the Labour board over 60% of the workforce will not be working on December 23 – It is a stretch to believe but they are desperately trying to mislead you. Don't be tricked or fooled.

Remember as of CAWU's application date, terms and conditions are frozen and CAWU will bargain up from where you are now.

What happens when you do switch unions?

According to the *Ontario Labour Relations Act*:

- 1. The old union loses the right to represent the employees—that's all.**
62. (1) If the trade union [CAWU] that applies for certification under subsection 7 (4), (5), or (6) is certified as the bargaining agent for any of the employees in the bargaining unit defined in the collective agreement, the trade union that was [WU] or is a party to the agreement, as the case may be, forthwith ceases to represent the employees in the bargaining unit determined in the certificate and the agreement ceases to operate in so far as it affects such employees.
- 2. There is a transition from the old union to the new union.**
86. (2) Where a trade union [CAWU] has applied for certification and notice thereof from the Board has been received by the employer, the employer shall not, except with the consent of the trade union [CAWU], alter the rates of wages or any other term or condition of employment or any right, privilege, or duty of the employer or employees.
- 3. The employer must abide by the terms and conditions of the previous collective agreement.**
86. (3) Any difference between the parties as to whether or not ... this section was complied with may be referred to arbitration by either of the parties as if the collective agreement was still in operation.