

# It's Time to Switch from Worker's United to CAWU!

You might think you have to keep Workers United (WU) as your union because someone might tell you that you will lose your collective agreement, your benefits, or your seniority.

**This is false!**

You **can** change unions without losing your contract, benefits, or seniority!

**Ontario law guarantees that your wages and benefits are protected when you change unions.**

The *Ontario Labour Relations Act* is very clear that the terms and conditions of your collective agreement are frozen when you switch unions. The new union takes over the collective agreement where the old union left off. There is absolutely no risk to you of losing wages or benefits when you switch to CAWU.

Ontario workers switch unions every day without losing anything.



## 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.



**Changing unions is very similar to changing governments after an election.**

In democracy, we have the right to elect the government that we think would do the best job for our province or country. Similarly, you have the right to select a union that you think would do the best job in your workplace.

When we switch governments, all laws and regulations remain in place. Anarchy does not happen because a new political party is taking over. The same goes for your workplace. Your existing terms and conditions stay intact until your new union can begin the process of making changes to it.

WU may use scare tactics against you to convince you to stay. The truth is that you have the right to choose your union without fear.

We want to represent you and look forward to doing so.

**If you have any questions or concerns,**  
please contact us at [info@cawu.ca](mailto:info@cawu.ca)  
or 905-499-2585.

