

January, 2018

Congratulations, We Did It!

Greetings:

We are pleased to announce that CAWU will soon be making an application for certification to the Canada Industrial Relations Board.

More than 60% of pre-board screeners have already indicated their support for CAWU. Now you will all have the chance to send IAM on their way.

These are the next steps:

Step 1 The Labour Board must verify that we have the necessary number of cards to trigger a legal vote. You may be contacted by a labour board official to confirm that you did sign a card and to confirm that you paid the initiation fee.

Step 2 Cast your ballot. The Labour Board will schedule a vote so that all employees may cast a ballot. Your attendance at the vote is crucial—this is how the Labour Board determines the true wishes of the employees.

Vote Yes for CAWU



Step 3 Continue to sign member application cards. If you haven't yet signed a CAWU application card, we encourage you to do so. This is your chance to send a *clear message* to Garda that employees want a better deal. The more cards the better.

Step 4 The CAWU will immediately begin to address grievances and other workplace issues that IAM has failed to act on. We will conduct area meetings to hear directly from you about your primary concerns and to get ready for collective agreement negotiations. CAWU will also be conducting elections to ensure that stewards are elected, and then begin providing training and support for the new stewards committee.

IAM's Conduct Will Be Challenged at CIRB

Dear Friends,

Recently, IAM submitted to the CIRB hundreds of "revocation cards" and also delivered copies to the CAWU. A revocation card is an attempt to take back, or "neutralize" a membership application card that a member had previously given to CAWU, but then thought better of it.

IAM is asking the Canada Industrial Relations Board (Labour Board) to use these revocation cards to block the CAWU application, despite the overwhelming support that YYZ and YTZ pre-board screeners have shown for CAWU.

But, we have discovered that many of the IAM revocation cards are misrepresentations, were signed under duress or false pretences, or are outright forgeries.

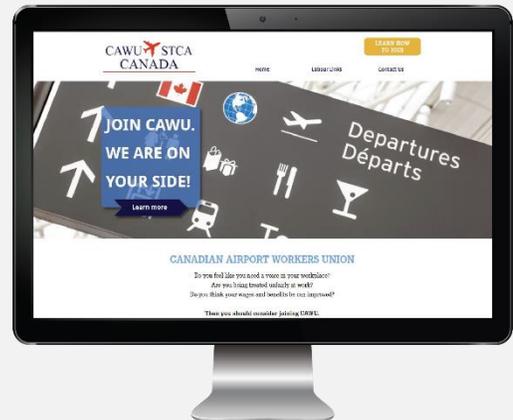
IAM has resorted to unfair, and in some cases, illegal tactics to try and disrupt CAWU's success and to prevent you, the workers, from getting a chance to vote in favour of better union representation.

Any union that conducts itself in such an underhanded way should not be allowed to call itself *your* union.

If you believe that you may have been misled into signing a revocation card, or have information about the forging of signatures by IAM officials, please contact our executive team.

Looking for updates on progress of CAWU's campaign to organize YYZ and YTZ pre-board screeners?

Check out our new and updated website at www.cawu.ca



CAWU Organizing Committee

Please feel free to contact us if you have any questions. info@cawu.ca Phone number: 905.499.2585

Sign a card today.

Support the CAWU in becoming your bargaining agent.

Tel: 905-499-2585 Fax: 905-499-2578 Email: info@cawu.ca Web: www.cawu.ca