



## Facts or Fiction - Don't be fooled again

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, one that fights for its members.

If we change unions, will we go back to zero? **NO!** The Law protects members from losing anything. You will have gains, not losses. We are aware that the company, like always, reads the "Agenda" and some of you get confused by the way it is worded. Rest assured that once **CAWU** is certified we will start the negotiation with TJX from what you have right now and go up.

CAWU is the answer to a great contract and more protection. **CAWU** can't be bought!

### Ask your Union-

**Why** did they re-open contract negotiation with the company and agreed to 36 hours work week?

**Why** did they agree to change Shift start times – Inconvenience for associates while pleasing the company?

**Why** are Agency people getting bonus?

**Why** did they give up your right to strike action?

Last round of bargaining, 3 years ago, your Union promised \$3 raise, but most of you got 30 cents every 6 months.

### What happened?

They *lied* to get your Vote, and they will lie again for the vote. Ask your current Union to put in writing that if you change Unions, you lose anything.

They won't - What is happening to your Local 152 funds? Why is there a reduction in representation at the bargaining table from 30 to 9 people? When was the last time the audit committee looked over the books? **NO MONEY?** Is that the reason why the Union no longer gives the associates anything?

### Cost of Living

Everything has gone up: Groceries, gas, heat, hydro etc. This is the time to change to a great Union (CAWU) to make sure we get the proper increases to live!

**Our families and future depend on it.**

# What happens when you do switch unions?

According to the Ontario Labour Relations Act:

## 01 The old Union loses the right to represent the employee - 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.

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## 02 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

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## 03 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.

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