



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. In fact you will have gains not loses. We are aware that the company like always reads the "Agenda" and some of you get confused the way the word it. 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 cannot be bought!!!!

Ask your Union

Why did they reopen 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 in fact 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 wont!!**

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*:

- 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.

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