



**Most of you are witnessing a very negative and aggressive campaign by your old union after CAWU filed an application for a vote with the Labour Board.**

For a very long time you didn't see your union reps, but suddenly, they are there in big numbers trying to scare and intimidate you. They claim to have been in negotiations for a while, but they couldn't get anything good for you. They are now there spending hours on company time on the shop floor not telling you what they have achieved for you. They have done nothing. Their only concern is to maintain your hard-earned union dues money.

## **Questions to ask:**

1. Did members lose anything when they changed unions from Unite Here to the present union?
2. Why did they introduce the Multiple Tier system?
3. Why did they agree to 36-hour shift?
4. Why did they agree to reopen the contract after 1.5 years?
5. Why did they change the start time for shifts?
6. Why are the temporary workers from agency getting bonus?
7. Why did they sign a 5-year contract with Schenckers in Vancouver while criticizing others that they signed a 4-year contract?
8. Why do they keep threatening you that you would "lose" something if you change unions but they won't put it in writing?
9. Why are they threatening the newly hired employees with lay offs if the CAWU becomes your union? Ask them to put it in writing
10. If CAWU is not a "good" union, why is TJX so worried and supporting the other union?
11. Why is TJX allowing Americans and other non-TJX employees to talk to employees?

### **Remember: the law protects you.**

Now that the CAWU has filed the application, all wages and terms and condition of employment are frozen. Stay strong despite threats and intimidation tactics from your old union.