



TC LOCAL 1976 USW

CANPAR BARGAINING UNIT MEMBERS

July 31, 2020

Important Bulletin for Members of the Canpar Bargaining Unit

Greetings,

As you may have heard, a small, unknown healthcare union has launched an effort to remove your union and your collective agreement.

Your union, TC Local 1976 USW, wants you to have the necessary information about what's going on and how it will affect you and your contract. This other union is called National Organized Workers Union (NOWU) and it has approximately 2,000 members, with only five workplaces (almost all in healthcare), in the Toronto-area.

Over the coming weeks, USW will be sending out more information, including better explanations about the details of your new USW collective agreement, the process up ahead, what a change in union could risk for your rights at work, your income, benefits and more.

To hear any concerns, TC Local 1976 USW will launch a new membership survey, recognizing that some Canpar workers are frustrated by the lack of communication. Canpar bargaining unit members have important feedback and input to help guide the work of our union. We are working to set up better lines of communication with members at Canpar. The following are a few key questions and answers, with more to come.

How can another union remove my current union and collective agreement?

During the final three months of any collective agreement, the *Canada Labour Code* provides members of bargaining units with the right to leave their union and to choose a different union. During this three-month period, an application to displace the current union may be filed with the Canada Industrial Relations Board (CIRB). In

our case, August 1 is the first day of this “open period.” So NOWU could apply to displace USW any time from August 1 to November 1, 2020.

What does this mean for my work and my collective agreement?

If NOWU is successful, both your current collective agreement and the new agreement recently bargained would be gone – there would be no collective agreement in place until NOWU bargains a new one.

This means that there would be no union stewards. There would be no grievance procedure.

There would be an interim period when NOWU must negotiate a new collective agreement with Canpar, which would replace the current contract.

During negotiations, the terms and conditions of the current contract are frozen in place. But Canpar is in no way bound by the current collective agreement. Many companies use this period to try to roll back wages, benefits and working conditions and force changes on workers.

Everything, including wages, schedules, hours of work, vacations, the ability of Canpar to shift employees into owner/operator status, pensions, benefits, overtime – would need to be re-negotiated by the new union with Canpar. The *Canada Labour Code* does NOT guarantee that anything in your current TC/USW Local 1976 collective agreement would be part of a new first agreement with NOWU.

To help improve communications, we are setting up new ways to get information from the union and share your opinion:

- New membership survey – in early August
- Text message updates – sign up by texting ‘Canpar’ to 32323
- Email updates – sign up by emailing: uswcanpar@usw.ca with the subject ‘Canpar’
- Website updates – <http://usw.to/3cl>

If you have any questions, comments or information that you would like to share, please contact us at: 416-243-8792 ext.1227 or by email: uswcanpar@usw.ca

In solidarity, –TC Local 1976 USW