

Talking Union – Worker to Worker

In recent weeks, we've been speaking with gaming workers employed by Casino Niagara and Fallsview Casino and the excitement amongst the workers to be part of the CAW is growing everyday.

When we take the time to bring the CAW message to the homes of the unorganized, we bring with it our knowledge as to how the union can support workers in gaining dignity, respect and a voice within their workplace. We are also able to debunk the "dirty tricks" that are so often used by management to retain total control over the workplace and employees.

It's encouraging when gaming workers share with us their belief that the CAW will help to make their workplace more democratic, fair and respectful. They are eager to have their concerns addressed in a timely manner in regards to health and safety, scheduling and fair pay with benefits.

As members we must take the time to tell our neighbours, friends and all unorganized workers what it means to belong to the CAW.

Submitted by: Billy O'Neill (local 707), Annie Deng (local 1285), Carly Sonier (local 1101), Carm Lenartowich (local 199), Ron Allen (local 199), Gloria Hendricks (local 504) Jamie McKie (local 1256)



Vancouver to Quebec City August 2009 • Issue No.5 – "Wow, Quite the Journey"

It has been 3 years since our last Constitutional Convention and it has been quite the ride. At our 8th Constitutional Convention paper entitled "Organize-making a difference" was presented, debated and adopted by the delegates attending the convention. Delegates overwhelmingly endorsed and reaffirmed the role that all of us must and need to play in our future organizing activities.

Organizing does not happen in a vacuum. In part what attracts non-unionized workers to the CAW is the day to day role the union plays in the lives of our members and their families as well as the positive impact that we have in the communities where CAW members live and work.

Our membership, activists and leadership whether they want to accept it or not, are all organizers. Maybe you are not directly working on campaigns speaking to non-unionized workers, but any time we conduct union or community work, we are further enhancing and profiling the work that we do and the status that our union enjoys. That is organizing.

Vancouver was a start on our journey and our Convention in Quebec City is one of the many stops we will have along our path to building and strengthening our union. At the end of this trip, history will judge us on the type of union we leave behind, the steps we take to ensure future growth and relevance and the role our union takes in shaping the future of our communities and country. Ask yourself- where will you be on this ride?

In Solidarity,
John Aman, Director of Organizing

Did you know?
We've organized over 160 workplaces since our last Constitutional Convention in 2006.

The Clergy's Campaign Hits the Big Screen

The United Church Clergy's struggle for justice will hit televisions and cinemas in the New Year as US films; a major film production company is in the midst of producing two documentaries (one made for TV and the other a full length film) as a means in which to expose the abuse faced by members of Clergy by their employer. The CAW already has offered our assistance to the film crew as part of our ongoing organizing drive.

Members of the Clergy have been building support for the union for over five years. Unlike most workplaces, the Clergy deals with their issues in isolation. Many have reached out to the CAW and we are committed to offering them our continuous and unwavering support.

To learn more about the campaign check out:
<http://clergy-unioned.ca/>

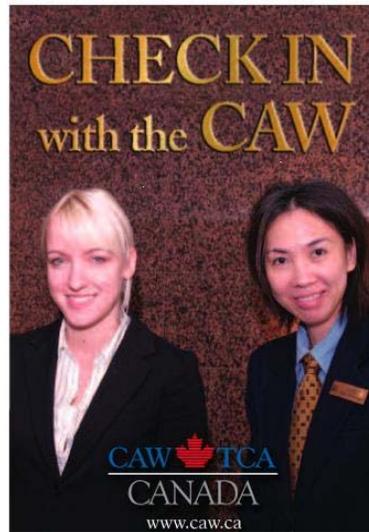


CAW activists participated in the annual Pride Street Festival in order to spread the word about CAW's commitment to the LGBT community and the benefits to belonging to the union.

Once social change begins, it cannot be reversed. You cannot uneducate the person who has learned to read. You cannot humiliate the person who feels pride. And you cannot oppress the people who are not afraid anymore."

- Caesar Chavez

Check In With the CAW



The Organizing Department has developed a brochure specific to hospitality workers as a tool to aid in our organizing efforts. Working in the hospitality industry is tough and non-unionized workers are pushed to the limit. Employers demand excellence in customer service - all the while offering less than a living wage and increasing workloads to the point where workers are prone to injury and stress.

As CAW members, we all know that the only way to change these issues is to join a union. So the next time you are staying out of town at a hotel or at a meeting or conference take a moment to speak with the workers. Make a connection with them, if they don't have a union; talk about what the CAW can do for them. Together, we can build this union and raise the standards for working people everywhere.

Contact the CAW Organizing Department at 1-877-495-3780 if you'd like copies of this brochure.

Alberta Locals Make a Commitment to Organize!

CAW Locals in Alberta have committed to a concerted effort to organize workers. With the lowest union density in the country, the locals have determined that the best plan in order to organize workers in Alberta is to band together. After all, there's a lot of organizing to be done!

To achieve this, they have formed organizing committees in both Calgary and Edmonton which will be made up of members from all the different Locals in the province. The organizing committees plan to focus on strategic organizing targets in the local communities.

We look forward to welcoming new members from Alberta to the CAW!

CAW Member Steps Up to Support New Members.

When workers from Aerofreeze voted to join the CAW last year, they likely didn't know that they would receive more than they could ever bargain for. The workers at Aerofreeze predominately speak either Mandarin or Cantonese and are now receiving English as a second language courses offered by CAW member Martin Fisher (local 111). Martin drives a transit bus in Coquitlam, B.C during the day and volunteers his time to teach ESL in the evening.

This course is in response to the requests from workers who want to be able to communicate in order to effectively enforce their collective agreement.

While this started as a pilot project and has only been underway for the last six months, the response has been so tremendous that the program is being expanded to offer different levels to interested participants. We send out a big thank you to Martin for his important contribution to the union.



Participants of the ESL class met with CAW President Ken Lewenza at an open house for BC Members.

We are Proud to Welcome our New Members from:

CEVA Logistics,	London ON
Kerry Canada Inc.,	London ON
Penske Logistics Canada,	Chatham, ON
St. Thomas Elgin General	St. Thomas, ON
Air France	Montreal, QC
Industrial Maintenance Services	Pointe-Claire, QC
Infiniti Laval Inc.	Laval, QC
Metro Nissan Inc.	Lasalle, QC
Sheraton Centre	Montreal, QC
American Eagle Airlines	Toronto, ON
Garda, Lester Pearson Airport	Toronto, ON
Martin Brower	Brampton, ON
National Waste	Ajax, ON
Henley Motors Ltd.	St.Catharines, ON
Premier Manufacturing Support	Oakville, ON
Sodexo (Freeport Hospital)	Kitchener, ON
Victorian Order of Nurses	Thunder Bay, ON
Beachcomber Hot Tubs	Surrey, B.C
G4S Security Services	Edmonton, AB

Let's Get These Campaigns "Over the Edge"

We are actively organizing workers across Canada.

The following are some campaigns where we could use your help to put it "over the edge" in order for these workers to finally receive the fairness and dignity that they deserve in the workplace:

Do you know someone who works at:

- Source Medical, Mississauga
- East Metro Youth Services
- Henley House, St. Catharines
- G and K Services, Vancouver
- Fairmont Hotel, Vancouver Airport
- Honda Canada Inc., Alliston
- Gaming Workplaces

Who do you know that needs a union?



call us: 1-877-495-6551

or

email: organize@caw.ca



communicate

educate

mobilize

rights mobilize justice
power unionize action
speak up organize stand up



How to Organize your Workplace

Young workers need unions. After all, we're the most likely to suffer workplace injuries, get taken advantage of by our employer, given lousy work schedules and disrespected by our boss! And why does this happen? Because employers think we don't know any better since we're new to the work force. It's no wonder young people are the group most willing to join unions!

If you or someone you know would rather have the opportunity to have a say in determining workplace rights, benefits and working conditions, then join with the over 4 million workers in Canada who are members of a union. Here's how:

- 1** **Arm yourself with info** – Contact a union representative and get the facts (organize@caw.ca) Ask them questions about the union and how they can support you. Their job is to provide the information you need to make an educated decision.
- 2** **Build support** – Consider all of the workers at your workplace. Who do you know that would be supportive? Talk with them. Ask if they would support an effort to organize a union. If they will, then keep in touch with them. If they won't, find out why.
- 3** **Know your rights** – Remind your co-workers that they have a legal right to join a union. Your employer is strictly prohibited by law from interfering with a union campaign.
- 4** **Become a member** – To obtain union representation you and your co-workers will need to sign a union membership card. Signed cards are then shown to your provincial labour board as proof that workers want to become a union. Your employer can never find out who signed a card.
- 5** **Vote** – Once the union receives sufficient support, as determined under the applicable labour laws, the labour board will conduct a secret ballot vote (although in some jurisdictions, a vote is not required). The vote is your final say as to whether or not you will have union representation in the workplace. No one is forced to vote, so mobilize your co-workers!
- 6** **Negotiate** – If the vote is successful you and your co-workers will elect a bargaining committee responsible for negotiating a collective agreement with your employer. The collective agreement is a legally binding contract that determines work standards and working conditions.

Want to Get Started? Call the CAW Organizing Department at 1-877-495-6551 or email organize@caw.ca

