

A group of six diverse professionals standing against a blue background. From left to right: a man in a black shirt and pants holding a broom; a woman in blue scrubs holding a stethoscope; a man in a suit; a man in a plaid shirt, jeans, and a yellow hard hat with a tool belt; a woman in a white chef's uniform; and a woman in a grey vest, white shirt, and black skirt.

**CAW**  **TCA**  
**CANADA**

**Join the CAW family.**

# Out front...



This brochure will outline the many advantages of becoming a union member and provide details about CAW-Canada, the largest private sector union in Canada.

Working people from all walks of life have found that belonging to a union is the only true way to win security, dignity, respect and fairness for themselves in the workplace. Every week in Canada more than 1,000 workers decide to join a union.

Many employers will do everything in their power to prevent you and your co-workers from joining a union. They say: you are better off without a union; union dues are costly; they want another chance, etc. Some may even attempt to intimidate, threaten and frighten workers. Don't be fooled. This booklet clearly outlines the overwhelming advantages of being in a union and your rights to join a union, without employer interference. The facts speak for themselves.

Union dues, which are tax deductible, are the best investment you can make. This is confirmed by Statistics Canada (see following page).

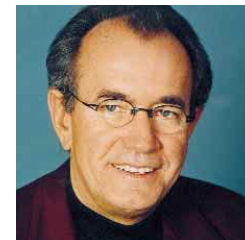
The CAW is the fastest growing private sector union in Canada with a diverse membership across the country from coast to coast to coast.

I hope you'll enjoy reading about the CAW, our services, our members and our structure. I urge you to become part of the CAW at your earliest opportunity.

Thank you.

Handwritten signature of Buzz Hargrove in blue ink.

Basil "Buzz" Hargrove  
President, CAW-Canada



**Buzz Hargrove**  
CAW President



## Advantages of Joining A Union

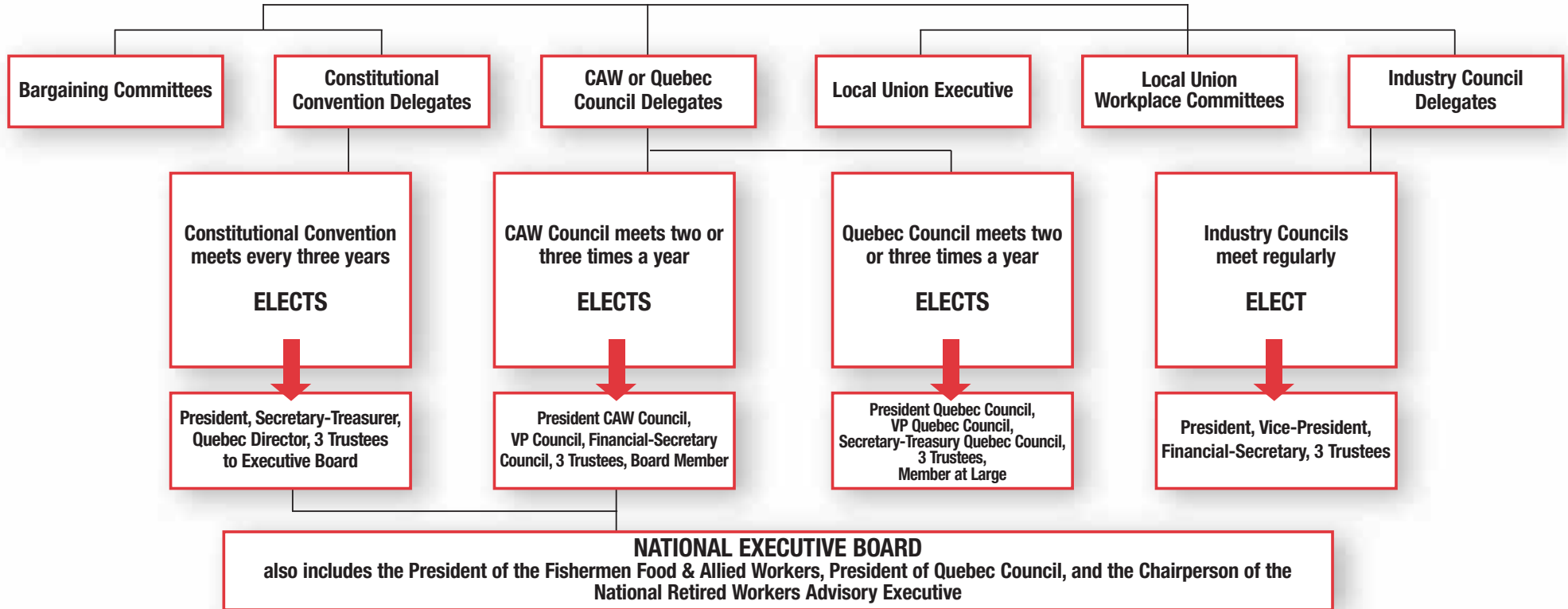
Average Hourly Earnings	Union Members	Non-Union Members	UNION ADVANTAGE
All employees	\$19.46	\$15.31	\$4.15 per hour
Full-time employees	\$19.86	\$16.58	\$3.28 per hour
Part-time employees	\$16.81	\$10.20	\$6.61 per hour

## Why do I need a union?

Benefits	Union Members	Non-Union Members	UNION MEMBERS WIN BIG IN EVERY BENEFIT
Employees covered by pension/group RRSP	83%	33%	Union ✓
Sick Leave	77%	45%	Union ✓
Supplemental Health Care Plan	84%	45%	Union ✓
Paid vacation leave entitlement	84%	65%	Union ✓
Paid Vacation 4 weeks or more	60%	30%	Union ✓
Dental Care Plan Coverage	77%	45%	Union ✓

# CAW's Democratic Structure

## YOU, THE MEMBERS IN LOCAL UNIONS ELECT:

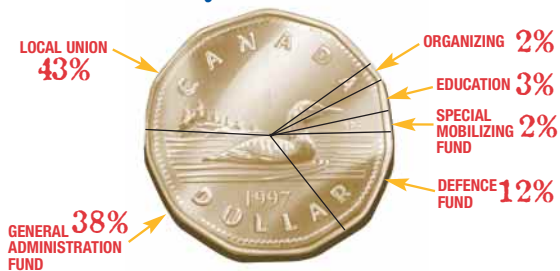




It doesn't  
**COST**  
to belong to the CAW,  
**IT PAYS.**

CAW members contribute two hours and 20 minutes straight-time pay per month in union dues, roughly the cost of a couple of coffees a day. Part-time workers who work less than 40 hours in a month pay half the regular dues. Think about your dues as an insurance investment in your future.

Here's how your dollar is divided.



You pay no dues until you have ratified your first collective agreement.  
Your dues are tax deductible.

Local unions are free to set dues beyond the set minimum only with their membership approval.



With the CAW,  
you're never alone.

# CAW Bargaining Gains

Paid Vacation	<b>1940</b>
Union Security	<b>1945</b>
Paid Holidays	<b>1948</b>
Cost-of-Living Allowance (COLA)	<b>1948</b>
	(Effective 1950)
Annual Improvement Factor (AIF)	<b>1950</b>
	(3% in late 1960's)
Pension	<b>1950</b>
	(30 & out - 1976)
Medical-hospital-surgical	<b>1954</b>
Supplemental Unemployment Benefits (SUB)	<b>1955</b>
Optical, Dental	<b>1973</b>
Health & Safety Committees	<b>1973</b>
Hearing Aids	<b>1976</b>
Paid Personal Holidays (PPH)	<b>1966</b>
	(Extended in 1979 Lost in 1982)
Paid Education Leave (PEL)	<b>1977</b>
Video Display Terminal Protection	<b>1981</b>
	(Improved in 1982)
Paid Maternity Leave	<b>1982</b>
Childcare	<b>1983</b>
	(Expanded in 1987)
Legal Services Plan	<b>1984</b>
Income Maintenance (Beyond SUB)	<b>1984</b>
Union Counsellors	<b>1984</b>

Affirmative Action	<b>1984</b>
Health & Safety	<b>1986</b>
Company-wide Co-ordinators	
Weekend Worker	<b>1986</b>
Pension Indexation (for Future Retirees)	<b>1987</b>
Social Justice Fund	<b>1990</b>
Four-Day Weekends	<b>1990</b>
Worker Security Program	<b>1990</b>
Phased Retirement	<b>1992</b>
Same Sex Benefits	<b>1992</b>
Employment Equity Representatives, Women's Advocate	<b>1993</b>
SPA Week	<b>1993</b>
Harassment: "Right to Refuse" Training	<b>1993</b>
Outsourcing Protection: Work Ownership	<b>1996</b>
Protection from Changes to Labour Laws	<b>1996</b>
Union Training Funds	<b>1996</b>
Pension Indexation (for all past and future retirees)	<b>1999</b>
New Childcare Benefit	<b>1999</b>
Tuition Assistance for Dependants	<b>1999</b>



**We'll be there for you.**

## Education

Education has been an important building block in our union, and we are constantly developing programs to address the needs of our members.

These programs have given our leadership and our membership the tools required to achieve and maintain gains made in collective bargaining. They have also given our members the education and confidence to actively participate in the “life” of our union.

All of our programs and courses carry a very basic message: our union can, and should be, the vehicle for social change and improvement in the lives of all workers.

### CAW Education Programs:

- Grievance Handling
- Collective Bargaining
- Environmental Awareness
- Family Education Summer Program
- Four Week Paid Education Leave
- Health and Safety
- Human Rights
- Globalization & Solidarity
- Public Speaking
- Retirement Planning
- Preventing Substance Abuse
- Time Study
- Women Activists
- Work Reorganization
- Worker of Colour
- Workers Compensation
- Workplace Violence



# CAW Resources







CAW members and their families attend an education program at the CAW's Family Education Centre in Port Elgin, Ontario.

**Be a part of the CAW family!**





Log on to  
**www.caw.ca**  
to learn  
more about  
the CAW!

# A Democratic Union Where What You Say **COUNTS!**

When you join the CAW you are joining a strong and democratic Canadian union to help improve your working conditions and your standard of living. Moreover you are joining a union in which all decisions affecting you will be made democratically by you and your co-workers. Everyone has a vote and can run for office.

You will elect your bargaining committee, officers and delegates to conventions; you will decide your own bargaining proposals; a strike can only be authorized when 66<sup>2</sup>/<sub>3</sub> or more of the members vote to do so; the contract (collective agreement) can only be accepted when ratified by a majority vote of the members in your unit; and you will approve local union actions and expenditures at regular monthly meetings by democratic votes.

The control of the union is always in the hands of you and the members. Democratic control by the members is an important principle to the CAW and it makes us a better union.

## Joining a Union: It's Your Legal Right

Under the law, employers are prohibited from interfering in a union's organizing campaign.

The law prohibits an employer from intimidating or harassing workers to discourage them from joining a union.

It is against the law for an employer to demote or discriminate against you because you have joined a union. It is even unlawful for an employer to make threats to try to scare you away from the union.

## Six Steps To Become A CAW Member:

- 1** Call a CAW representative in your community. They'll answer your questions about how our union works and what it can do for you. *You have the legal right to join a union.*
- 2** Each province and the federal government have laws covering your right to join a union. *To join you must sign a CAW membership card.*  
**The Union Membership Card you sign is confidential. Only the Labour Board sees the cards. Your employer never sees the cards or a list of who has joined the union.**
- 3** *A majority of the people in your workplace sign CAW membership cards.* Each province and the federal government has laws regarding the exact percentage of workers who must sign cards. Your CAW representative has a thorough knowledge of the law, and can provide more information.
- 4** When the CAW national staff organizing representative has enough cards, an application to represent you is made to the Labour Board.
- 5** The Labour Board reviews the application and will either order a vote or certify the union automatically depending on the province.
- 6** *Once your certificate is issued, you elect your CAW bargaining committee and the union serves notice to your employer to start negotiations for your first collective agreement.*



## CAW NATIONAL OFFICE

205 Placer Court  
Toronto, ON M2H 3H9

## PHONE / FAX / E-MAIL

tel: (416) 497-4110 / 1-800-268-5763  
fax: (416) 495-6559  
[caw@caw.ca](mailto:caw@caw.ca)

## CAW REGIONAL OFFICES PHONE / FAX / E-MAIL

### CAMBRIDGE

Unit 11, 887 Langs Drive  
Cambridge, ON N3H 5K4

tel: (519) 653-2871 / 1-800-265-2884  
fax: (519) 650-1663  
[cawcamb@caw.ca](mailto:cawcamb@caw.ca)

### CHATHAM

200 Riverview Drive  
Chatham, ON N7M 5Z8

tel: (519) 354-5800 / 1-800-204-3121  
fax: (519) 354-8290  
[chatham@caw.ca](mailto:chatham@caw.ca)

### DRUMMONDVILLE

1125 Boulevard St.-Joseph  
Suite 120 Place Royale  
Drummondville, PQ J2C 2C8

tel: (819) 478-0111 / 1-877-478-0111  
fax: (819) 478-7772  
[bissonc@tca.qc.ca](mailto:bissonc@tca.qc.ca)

### EDMONTON

14931-107 Avenue  
Edmonton, AB T5P 0X8

tel: (780) 448-5865 / 1-800-890-9608  
fax: (780) 486-0671  
[alberta@caw.ca](mailto:alberta@caw.ca)

### HALIFAX

63 Otter Lake Court, 2<sup>ND</sup> Floor  
Halifax, NS B3S 1M1

tel: (902) 455-9327 / 1-800-565-1272  
fax: (902) 454-9473  
[cawns1@caw.ca](mailto:cawns1@caw.ca)

### LONDON

310 Wellington Road South  
London, ON N6C 4P4

tel: (519) 433-7211 / 1-800-265-1891  
fax: (519) 433-1372  
[cawlond@caw.ca](mailto:cawlond@caw.ca)

### LONDON

140 Pine Valley Boulevard  
London, ON N6K 3X3

tel: (519) 681-9511 / 1-800-850-8773  
fax: (519) 681-5797  
[cawlond4@caw.ca](mailto:cawlond4@caw.ca)

### MISSISSAUGA

6800 Campobello Road  
Mississauga, ON L5N 2L8

tel: (905) 819-9000 / 1-800-420-8078  
fax: (905) 819-1262  
[cawmiss3@caw.ca](mailto:cawmiss3@caw.ca)

### MONTREAL

545 Cremazie Blvd. E.  
15<sup>TH</sup> Floor  
Montreal, PQ H2M 2V1

tel: (514) 389-9223 / 1-800-361-0483  
fax: (514) 389-4450  
[tca1@tca.qc.ca](mailto:tca1@tca.qc.ca)

### VANCOUVER/

### NEW WESTMINSTER

326-12<sup>TH</sup> Street, 2<sup>ND</sup> Floor  
New Westminster, BC  
V3M 4H6

tel: (604) 522-7911 / 1-800-665-3553  
fax: (604) 522-8975  
[cawbc1@caw.ca](mailto:cawbc1@caw.ca) (Area Director)  
[cawbc2@caw.ca](mailto:cawbc2@caw.ca)

### OTTAWA

1355 Bank Street, Suite 111  
Ottawa, ON K1H 8K7

tel: (613) 523-9340 / 1-800-982-2601  
fax: (613) 523-2375  
[cawotti@caw.ca](mailto:cawotti@caw.ca)

### PORTELGIN

(Family Education Centre)  
R.R.#1 CAW Road 25  
Port Elgin, ON NOH 2C5

tel: (519) 389-3200 / 1-800-265-3735  
fax: (519) 389-3222  
[confcentre@caw.ca](mailto:confcentre@caw.ca)

### QUEBEC

5000 Boul. des Gradins,  
Rm. 110  
Quebec City, PQ G2J 1N3

tel: (418) 622-5261 / 1-800-561-5261  
fax: (418) 622-1183  
[tca6@tca.qc.ca](mailto:tca6@tca.qc.ca)

### ST. CATHARINES

318 Ontario Street, Unit 7B  
St. Catharines, ON L2R 5L8

tel: (905) 687-1841 / 1-800-663-9983  
fax: (905) 684-3741  
[stcaths@caw.ca](mailto:stcaths@caw.ca)

### ST. JOHN'S

P.O. Box 922  
St. John's, NF A1C 5L7

tel: (709) 753-7191  
fax: (709) 753-7197

### SYDNEY

4 Hugh Street  
Sydney, NS B1P 1V7

tel: (902) 562-3857 / 1-800-591-7523  
fax: (902) 539-0519  
[cawns2@caw.ca](mailto:cawns2@caw.ca)

### THUNDER BAY

979 Alloy Drive, Suite 100  
Thunder Bay, ON P7B 5Z8

tel: (807) 344-1122 / 1-866-832-1122  
fax: (807) 344-1133  
[cawtbay@caw.ca](mailto:cawtbay@caw.ca)

### WINDSOR

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tel: (519) 944-5866 / 1-800-465-0974  
fax: (519) 944-6431  
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### WINNIPEG

1376 Grant Avenue, 2<sup>ND</sup> Floor  
Winnipeg, MB R3M 3Y4

tel: (204) 489-0355 / 1-800-665-7492  
fax: (204) 487-2201  
[cawmb@caw.ca](mailto:cawmb@caw.ca)