



Protection from Bullying, Discrimination or Harassment?

Limited protection exists for workers under Human Rights and Workers Compensation legislations. Although this sounds good, these process are extremely difficult to understand and often require the worker to hire legal counsel.

As members of the USW you receive additional rights negotiated in your Union Contract. You also receive highly skilled representation from Union reps and even Union legal counsel if necessary.

The Certification Process

The British Columbia Labour Code:

- *Workers have to sign Union membership cards. Once not less than 45% of workers who are going to be part of the Union in the workplace signed cards the Union is able to apply for certification at the Labour Board;*
- *Only the Union Organizer and the Labour Board investigator will know who has signed a Union Membership card and this information is strictly confidential*
- *If the Labour Board confirms not less than 45% of the employees signed Union cards, it shall within 10 calendar days from date of application conduct a secret ballot vote, usually held at the workplace;*

If the workers are successful in obtaining a majority "Yes" vote (50% +1) then the workers are in a legal position to begin the collective agreement bargaining process.

Why Join the USW?

We Make Lives Better for People Like You

During organizing drives workers often ask us "what will the USW do for me?". Unlike management who are prepared to promise anything to sway your vote, we always tell people to judge us by our results.

USW results can be found in our collective bargaining agreements from Thompson Community Services or Western Human Resources or other USW success stories.

But the USW advantage goes even further. A great deal of confusion exists regarding the rights of Non-Union workers. Only Union Workers are protected by the BC Labour Relations Board. Non-Union workers are only covered by the BC Employment Standards Act (ESA)

The protection provided under the ESA can only be described as Pathetic!

A few Employment Standards Act (ESA) highlights

- Employers do not require just cause to fire employees. (USW members can only be fired for just cause)
- ESA can not order an employer to reinstate an employee! (Union workers fired without just cause will be reinstated with back pay)
- Non-Union= No Recall Rights/Seniority (These are rights provided by your Union Contract)
- ESA only requires the employers pay minimum wage! (Under a USW Contract your wages are protected from change)



Stronger Together

FOR MORE INFORMATION PLEASE CONTACT:

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ALL CALLS ARE STRICTLY CONFIDENTIAL

Misguided Non-Union Arguments



USW & Health Care

The USW represents more than 50,000 workers across the United States, Canada and Caribbean working in health care fields, including hospital workers, clinics, nursing homes and assisted-living facilities.

Members work in home care, adult day care and with disabled people. Besides seeking decent wages, safer workplaces and dignity and respect on the job, these workers fight to make lives better for the patients who depend on them for high-quality care and life-saving medications.

USW health care workers also participate in the Health Care Workers Council, which allows them to exchange ideas on the challenges facing them.

Joining the USW is YOUR Legal Right!

Choosing to join the USW is a Workers legal right. Employers are legally prohibited from using intimidation coercion or discriminating against any worker who chooses to sign a USW card!



THE UNITED STEELWORKERS UNION:
Your Opportunity to Build a Better Future