

Need a Union? Join CAW Local 127

What being a CAW member will do for you at work:



When you and the rest of your brothers and sisters in your workplace join the CAW and CAW Local 127 we will provide you with access to a CAW National Staff Representative and a Local Union President to address your concerns within your workplace. **You** will elect your workplace representatives, and we will guide them through the Collective Bargaining process until we get a fair and equitable Collective Agreement for your employer to be governed by. The issues that are most important to you – whether it is seniority rights, overtime distribution, shift rotation, health and safety – will accompany a grievance procedure up to and including 3rd party binding arbitration within your first Collective Agreement. Once the Collective Agreement is in place the grievance procedure will allow you to challenge decisions of the employer that violate the rules contained within in it. Along with Collective Agreement language we will bargain for a fair and equitable monetary package that *may* include wage increases, retirement income, sick and accident benefits, drug and dental benefits and more. We will do so in a responsible manner that will give the workers a fair share of the employer's profits without jeopardizing the future of the business.



On the shores of Lake Huron sits the CAW Family Education Center. This state of the art facility exists to train workplace leadership in all aspects of representation, and we will attempt to negotiate a Paid Education Leave fund that covers all costs of sending your leadership there to be educated. As well, each summer any member and their family can apply to take 2 weeks of their vacation time to experience the CAW Family Education Program at no cost to them. Adults participate in a relaxing approach to education about the CAW and Labour movement, while children have a supervised recreational childcare. Teens have their own program geared to them to ensure a fun time is had by the whole family. Weekend in between is open time.

What will CAW Local 127 do for us?



CAW Local 127 is Chatham and surrounding areas largest CAW Local as well as being the largest private sector local union. You will be allowed to vote or run in CAW Local elections and choose the members who best represent you to serve on our executive board. You will have daily access to a Local 127 President who can assist you or your workplace representatives in Collective Agreement interpretations. If you have a workplace injury, our President can act as your representative and assist you in your dealings with WSIB, and can appeal negative decisions. If you have been denied an Employment Insurance claim he can also assist you in appealing a decision that has been made wrongfully. When the President is on vacation a Vice President will take his place in the office, and there is also an experienced full time Financial Secretary to

assist in immediate representation needs. CAW Local 127 has many Standing Committees including a Women's Committee, Human Rights Committee and Employee Assistance Committee to aid our members in related ways. There is also a Recreation Committee to provide after work events and other ways for our members and their families to join together and spend quality time with like-minded working people. There is a Community Service Committee to ensure we are a vital part of Chatham-Kent by fundraising for worthy charitable organizations. An Education Committee exists to provide education courses for those willing to give their time to train to become better workplace representatives and trade union members.



How many people are needed to join?

CAW Local 127 members are from workplaces with as few as two workers to Navistar with its many members. We represent manufacturing workers, health care workers and hotel workers. If you work for a living we will represent your members if needed. We would require a minimum of 40% of the workers in your workplace to sign a union card in order to bring forward a certification vote. From that vote, we would need 50% + 1 of the workers from your workplace to vote in favour of the CAW to achieve union certification.

How much union dues would we pay and where does it go?



CAW members pay 2 hours and 20 minute's wages per month for union dues. This can be paid once a month or broken down weekly, if it can be negotiated. Everyone who is a part of the bargaining unit must have dues deducted from their cheque, even if they choose not to be a union member. People who choose not to accept membership and wish their dues be given to charity must indicate such prior to becoming a member. The union dues members pay is shared between CAW Local 127 and the CAW National and is used to pay for representative and support staff salaries, educational programs, property overhead and all other related areas.

I'm still not sure I need a union. What guarantees can you give?

The only guarantee we can give is that you will receive the best union representation possible by becoming a CAW member. We aren't a magic pill that cures all your problems overnight. Only through collective bargaining can we in time make your workplace as fair as possible. Only through education and experience can your elected workplace representatives learn to cope and deal with the daily stresses these tough economic times bring. Only through respect will the employer and our members have a productive workplace with a healthy environment that a Collective Agreement can bring. Only through knowledge of the issues can our National Representatives and Local President bargain on your behalf. Only a strong united membership can make the employer see things through the eyes of the workers.

