



The Benefits of Being an ILWU Local 502 Member

Re: Collective Bargaining

Being a Union member brings dignity and democracy to your workplace. Collective bargaining gives you the right to negotiate wages, hours of work, benefits, pensions and seniority rights. Without a union and a collective agreement, employers often play favourites, rather than having equality in the workplace. You deserve to have a voice and to be decision maker in your workplace.

When you and your co-workers Vote Union Yes on Voting Day, collective bargaining commences as soon as possible. Based on the Canadian Labour Code, collective bargaining must commence three months after Voting Day.

You will elect a bargaining committee, made up of your coworkers, which will work with our experienced union officials to negotiate a collective agreement. We also have access to legal counsel when necessary. You and your coworkers decide what the priorities are for bargaining, and your elected bargaining committee negotiates on your behalf. Once your committee reaches a tentative agreement with the employer, it will come back to the membership for a vote. You will decide whether to accept the collective agreement. If you and your co-workers do not accept the agreement, then the bargaining committee continues to negotiate.

Contrary to what you may have heard, there are no freezes on GCT employees' wages, benefits, pensions, schedule changes, career advancements, or hiring etc., during collective bargaining. There is a freeze provision on the employer's terms of employment before bargaining starts. This freeze provision is in place to protect employees from the employer retaliating against them for being involved in a union drive and for voting yes to join a union. This refers to section 24.4 of the Canadian Labour Code. In addition, there is no reason why collective bargaining will take a long time. ILWU Local 502 is prepared to commence and conclude collective bargaining quickly and effectively.

When a collective agreement is reached, your employer cannot make changes arbitrarily. When you are a ILWU Local 502 union member, your workplace will improve because GCT must follow the terms of your collective agreement. We look forward to helping you improve your workplace!

For Further Questions and Information, Contact Your Union Organizer:

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