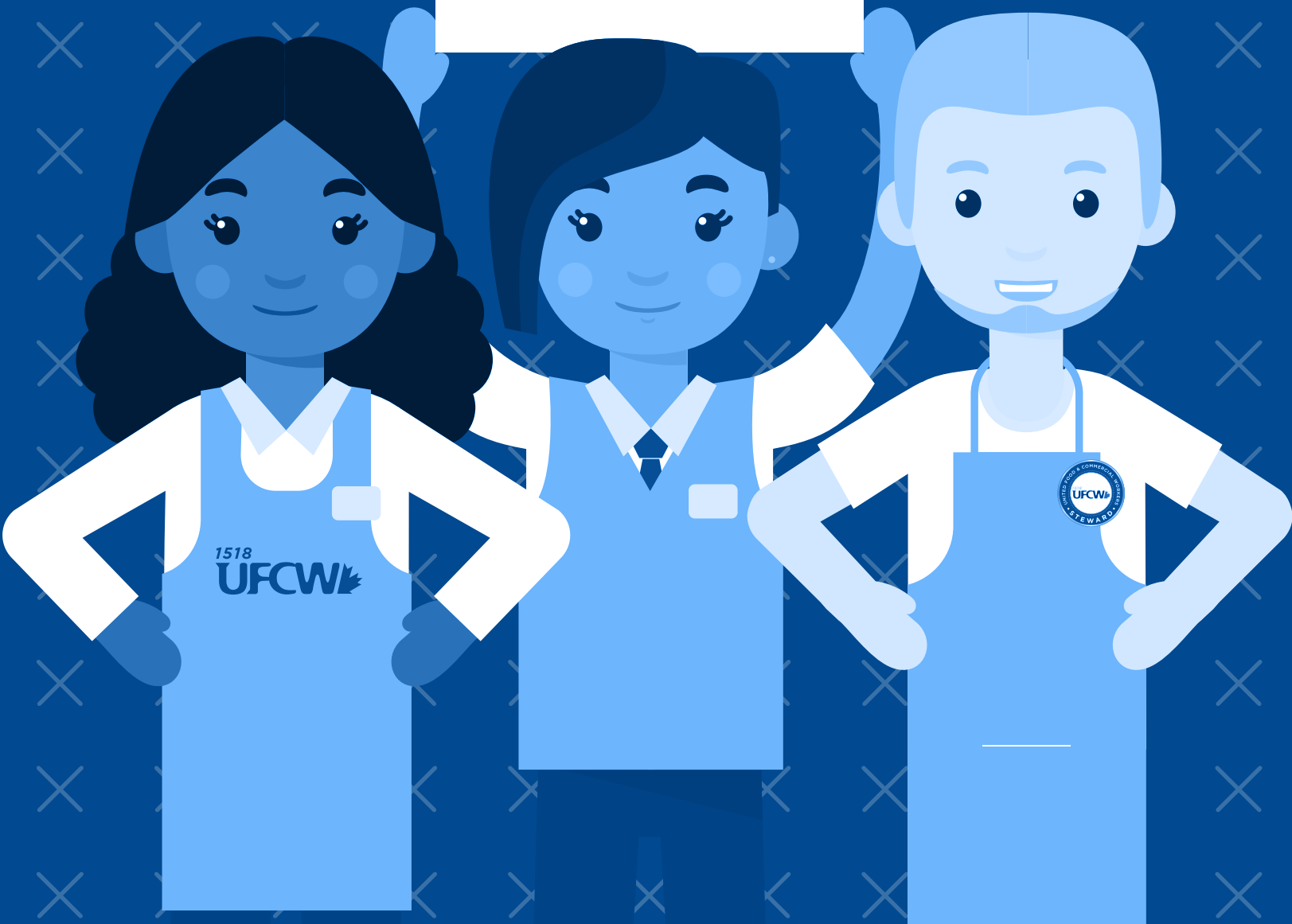


WE  
FIGHT FOR  
FAIRNESS  
WE ARE  
STRONGER  
TOGETHER

1518  
**UFCW**   
WE FIGHT FOR FAIRNESS

# UNIONS ARE ABOUT WORKERS COMING TOGETHER

1518  
**UFCW** 



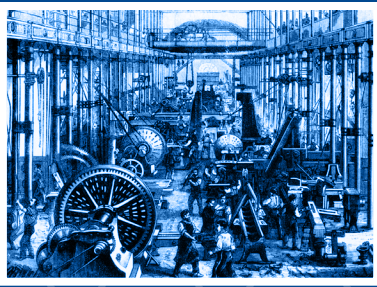
# STRONGER TOGETHER

Unions are about workers coming together to **fight for fairness** in the workplace. Nobody should have to put up with unfairness but standing up to management on your own can be difficult! Without a union, management can treat employees arbitrarily but in a unionized workplace, your wages, benefits and working conditions are protected by a legal contract negotiated by your union. If you are being treated unfairly your union has your back and the legal power to do something about it.

Unions bargain with employers on behalf of members and negotiate fair labour contracts. It is a fact: across Canada, **unionized workers make more money per hour than non-unionized workers**. It is a union's role to enforce the contract, also called a collective agreement, by defending workers' rights and ensuring the employer meets their obligations.

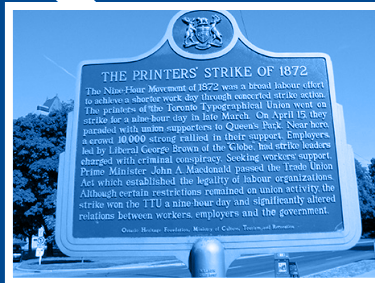
Unions have a democratic structure with leaders elected from the membership. There are also workplace leaders, called stewards, who help members deal with management and solve workplace problems.





### 18TH CENTURY, EUROPE

Unions are born during the Industrial Revolution as a way to fight abusive work practices.



### 1872, TORONTO, ON

The fight for a shorter work week begins in Canada. Unions are legalized on April 18, 1872.



### 1899, VANCOUVER, BC

UFCW 1518 is born as a local of the Retail Clerks International Protective Association.



# UNIONS ARE PROTECTED BY LAW SINCE 1872

# A VERY BRIEF HISTORY

The origin of labour unions dates back to the 18th century and the Industrial Revolution in Europe. During this time there was a huge surge of new workers who moved from the country into the cities to work in factories. Dangerous working conditions and abusive employers drove workers to organize into unions.

In Canada, it all began with the fight for a shorter work week in the 1870s. When the Toronto Typographical Union demanded a nine-hour workday and the city's publishers refused, printers walked off the job. In those days, union activity was criminal. When the strike committee got arrested, workers from different industries came together in solidarity and held protests around the city, gathering widespread support. As a result of public pressure, the TTU won the fight for a nine-hour day. Perhaps more importantly, Prime Minister John A. Macdonald introduced the Trade Union Act of 1872, which **legalized and protected unions** in Canada. This established the Canadian labour movement as workers became convinced that **joining unions would change their lives for the better**.





UNIONIZED WOMEN EARN

**\$6.88**

AN HOUR MORE THAN NON-  
UNIONIZED FEMALE WORKERS

YOUNG WORKERS EARN

**26%**

EXTRA IN UNION JOBS



IN CANADA, OVER

**30.4%**

OF WORKERS BELONG TO UNIONS

# THE UNION ADVANTAGE

The Canadian labour movement has been fighting for working people for more than a century. Many of the workplace benefits and standards we take for granted today were fought for and won by unions: the eight-hour work day, the weekend, minimum wage, overtime, health and safety laws, maternity and parental leave, vacation pay, and protection from discrimination and harassment.

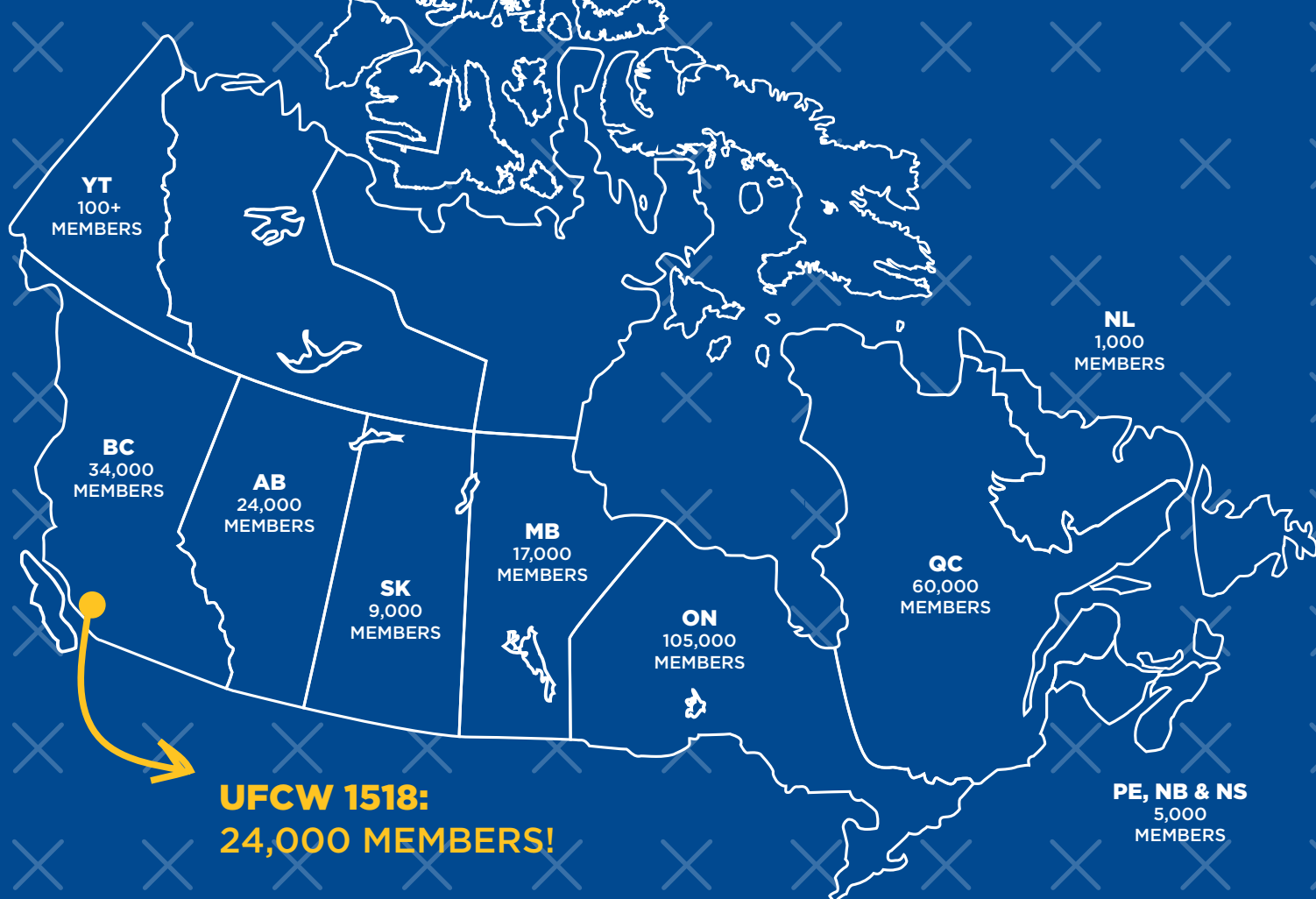
Unions make a difference both on the job and in the quality of life workers experience. We call that difference the **union advantage**.



## DID YOU KNOW ?

Unions fight to improve the rights of all people. Today, some of the issues the labour movement is advocating for at federal, provincial and municipal levels include climate action, retirement security and pharmacare for all.





# UFCW CANADA IS **250,000** **MEMBERS STRONG**

## WORKPLACES WE REPRESENT:

**SHOPPERS**  
DRUG MART



**save on foods**

**SAFeway**



Interior Health





# STRENGTH IN NUMBERS

At UFCW 1518, we believe that we are **stronger together**. We have **24,000 members** working in a range of sectors throughout British Columbia and the Yukon, including community health, professional services, retail, grocery, hospitality and industrial food processing. We are known as the leading experts on workers' rights in the **retail and industrial food** industries but our diverse membership is another strength.

Our affiliation with UFCW Canada and UFCW International amplifies our power to fight for fairness and make a difference in the lives of working people. Across North America, UFCW represents nearly **1.3 million members**, with 250,000 members in Canada alone.

We maintain strong relationships with the broader labour movement: we are an affiliate of provincial labour councils as well as the BC Federation of Labour, the Canadian Labour Congress and the International Trade Union Confederation. As a member of UFCW 1518, you will not only gain the power of Canada's leading union behind you but you will be joining the labour movement, which is **3.3 million unionized workers** strong in Canada.



“The heart of this union is our members. We fight for fairness for them in the workplace & beyond. We are a **community-engaged union** that is **committed to broader social justice struggles.**”

**Kim Novak,**  
**UFCW 1518 President**

- Former Customer Service Clerk at Safeway
- Previously worked as the union's Communications Representative and Director
- Elected UFCW 1518's Secretary-Treasurer in 2015
- Serves as Executive Officer for the BC Federation of Labour
- Became UFCW 1518's first woman President in 2018



# WE FIGHT FOR FAIRNESS

We trace our roots to **1899**, when a group of retail clerks in Vancouver met to discuss how they could improve their working conditions. Since then, we have established a track record of winning key battles for our members and helping make life better for all workers. We have **a century of history and experience** to back us up!

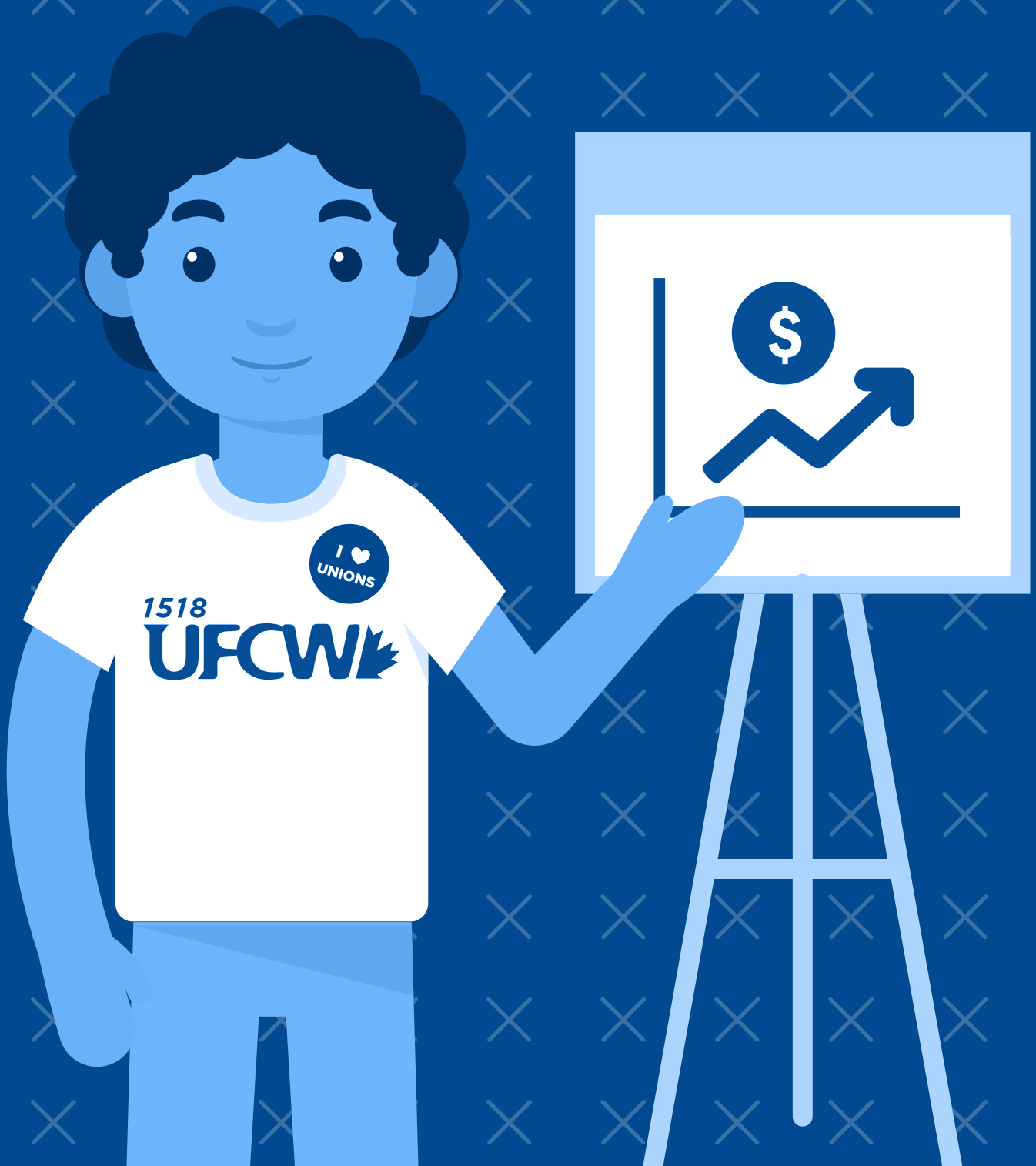
**We fight for fairness:** these are words we live by. We work hard for our members, fighting for higher wages, better benefits, job security and fair treatment. We also use our voice to speak up on issues that impact our communities, such as a living wage, the gender pay gap, affordable child care and a fair voting system.

We are a **democratic, member-led union** that is built on a foundation of integrity and respect. Our President, Secretary-Treasurer and Executive Board are democratically elected by our members.

We are a union made up of **working people like you**. Let's stand together to fight for fairness at your workplace!



# UNIONIZED WORKERS **EARN MORE** THAN NON- UNIONIZED WORKERS



# BETTER WAGES

Fighting for fairness means fighting for good wages. Across Canada **unionized workers consistently earn more** than non-unionized workers. The union advantage is even greater for equity-seeking groups. Women working unionized jobs get paid more fairly, earning more per hour more than non-unionized women workers.

In unionized workplaces, workers have **guaranteed raises**. That means you won't ever have to ask for a raise again (and be at the mercy of your employer's whim). As your experience and years of service grow, your wage will increase. It's as simple as that.



## DID YOU KNOW ?

Former UFCW 1518 President Ivan Limpright sat on the provincial **Fair Wages Commission**, which was established in 2017 and recommended raising the minimum wage in BC to **\$15.20 an hour**.





- ✓ Fair wages
- ✓ Benefits
- ✓ Safe and stable working conditions
- ✓ Regular raises
- ✓ Fair treatment



# JOB SECURITY

With a union, you and your family have a **secure future**. Employers in non-unionized workplaces can change your wages, benefits and working conditions any time without your consent or input. Unionized workers are protected by a contract voted on by members. The employer cannot change it without negotiating with the union.

It is not only a union's job to negotiate fair contracts: we also work hard every day to enforce them. If a union member is being treated unfairly, they can **raise their concerns without fear** of being disciplined or fired. Stewards and union representatives connect directly with members to resolve workplace problems. We support our members with professional advice, advocacy and legal counsel when necessary.



## DID YOU KNOW ?

UFCW 1518 **union representatives come from the membership**. They know how to make your case because they have been in your shoes.





# 88.5%

OF UNIONIZED WORKERS RECEIVE  
EXTENDED BENEFITS LIKE DRUG,  
VISION AND DENTAL PLANS

# 83%

OF UNIONIZED WORKERS HAVE  
ACCESS TO A RETIREMENT PLAN



# 20+

HEALTH AND SAFETY COURSES ARE  
AVAILABLE TO MEMBERS THROUGH  
THE BC FEDERATION OF LABOUR



# HEALTH & WELFARE

A fair wage is essential but other things improve workers' lives too. Health and welfare benefits greatly contribute to your overall quality of life. Unionized workers are more likely to have **fair benefit packages**. UFCW 1518 will fight to implement or improve extended benefits in your contract. These may include a dental plan, optical and prescription drug coverage, RRSP matching and a retirement plan. Our members currently enjoy a range of benefits that were gained through collective bargaining.

**Health and safety at work** is also important and we strive to make gains during bargaining that will protect you on the job. With UFCW 1518 behind you, you can be sure your contract will hold your employer accountable for keeping your workplace safe and injury-free.

We support our members with professional advice, advocacy and legal counsel when necessary.



## DID YOU KNOW ?

UFCW 1518 offers a variety of **health and safety courses** to stewards and members, tailored to the needs of the different sectors we represent.



A graduate of **Shop Steward Fundamentals** for the **Industrial Sector** with President Kim Novak.

**Community Health** members after completing an **Advanced Shop Steward** course.



**Women in Organizing** participants with **Minister Judy Darcy** at the UFCW 1518 office.

**HeadStart** graduates after completing the three month training program in union activism.



**Diversity Scholarship** recipients, recognized for their work promoting diversity in the community.



Learn more about our online courses at [webcampusmenu.ufcw.ca](http://webcampusmenu.ufcw.ca)  
Discover scholarship opportunities for members at [memberresourcecentre.com](http://memberresourcecentre.com)

# EDUCATION & SCHOLARSHIPS

We value our members and believe in the importance of lifelong learning. That's why we offer a range of courses on topics such as steward training, health and safety, and member rights. Our knowledgeable union representatives teach these courses around the province, helping our members develop a greater understanding of what it means to belong to a union.

We also support our members and their families to pursue post-secondary education, offering more than **50 scholarships** ranging from \$1000 to \$8000.

We offer members **free online courses**, some of which are recognized by post-secondary institutions and can be used as transfer credits toward an accredited degree. We offer classes in a variety of subjects, including labour studies, computers and technology, and professional skills development.

We support members who want to develop their activism too! These opportunities include our Young Workers Internship Program, our HeadStart program and our Shop Stewards Fundamentals course. Providing education for our members is part of our fairness mandate.



# ASSOCIATION IS A RIGHT IN THE *CANADIAN CHARTER* *OF RIGHTS AND FREEDOMS*



Unionization  
is also  
protected by  
the *BC Labour  
Relations  
Code!*



Canadian  
Charter of  
Rights &  
Freedoms

# YOUR RIGHT TO UNIONIZE

**All workers have the right to associate** and unions can defend their interests according to the *Canadian Charter of Rights and Freedoms*. The *British Columbia Labour Relations Code* protects the rights of workers who are in the process of joining a union. **It is illegal to fire or discipline a worker for supporting unionization** or helping to form a union in their workplace.

The process of unionizing is **100% confidential**. The BC Labour Relations Board will never disclose who has signed a union card. UFCW 1518 will always protect your legal rights and freedoms!



## BC LABOUR RELATIONS CODE (ADAPTED)

### Section 4(1): Rights of employers and employees

Every employee is free to be a member of a trade union and to participate in its lawful activities.

### Section 5(1): Prohibition against dismissals for exercising employee rights

A person must not

- (a) refuse to employ or refuse to continue to employ a person,
- (b) threaten dismissal of or otherwise threaten a person,
- (c) discriminate against or threaten to discriminate against a person with respect to employment or a term or condition of employment because the person has made an application to join a trade union.

# THE PROCESS OF UNIONIZING IS **100% CONFIDENTIAL**



# JOINING UFCW 1518

## 1. Connect with Us Confidentially

The first step to is to **contact a UFCW 1518 organizer!** You can contact our organizing team at 1-888-581-1518 or [join@ufcw1518.com](mailto:join@ufcw1518.com). Our professional organizers will help answer any questions you may have and will be with you every step of the way in this exciting process.

## 2. Sign a Support Card

Working with UFCW 1518 organizers, you and the majority of your co-workers **sign a confidential support card** indicating you would like the BC Labour Relations Board to hold a unionization vote at your workplace. Your employer will never know who did or did not sign.

## 3. Vote YES!

When a majority of your co-workers have signed a union card, the BC Labour Relations Board will hold a secret ballot vote to form a union at your workplace. **Vote YES** to join UFCW 1518 and bring fairness to your workplace!



# CONGRATU





# ULATIONS!



If a majority of your co-workers voted **UNION YES**, you will have the power of Canada's leading union behind you and will now belong to the labour movement, which has **3.3 million workers** across the country!

What comes next is negotiating your first collective agreement. You and your co-workers will have a voice and submit proposals as to what should be the new collective agreement in your workplace. Your contract will spell out wages, benefits, respect, job security and working conditions.

Ready for positive change at work? Get in touch! Call 1.888.581.1518 or email [join@ufcw1518.com](mailto:join@ufcw1518.com)

More questions? Read on!



# FREQUENTLY QUESTIONS

- **Will my employer know if I signed a union membership card?**

No, your employer will never see or find out who signed the cards, just as they will never know how you voted. The entire process is designed by the government to be confidential and protect workers from employer abuse.

- **I signed a union membership card, am I unionized now?**

No, we need to win the secret ballot vote for that to happen! The union relies on card signers to vote in favour of joining UFCW 1518, so if you sign, please show up to the vote and vote YES!

- **Can I get fired for supporting a union?**

No, that is illegal! UFCW 1518 will not tolerate any employer violating workers' rights to form a union and will take legal action if needed.

- **I am happy with the way things are now. Why do I need a union?**

Securing what you have today into a legally binding contract ensures that what you like about your job stays that way, even if there is a change of management or ownership. Belonging to a union also creates a support network: stewards, union representatives, negotiators and lawyers will be there to ensure you are fairly treated at work.

# 7 ASKED

- **How much does this cost?**

There is no cost to join until your first collective agreement is voted in. Once you start benefiting from it, your dues will be no more than two percent of your earnings. Unions are non-profit organizations so your dues are 100 percent tax deductible. The higher wages, rights and benefits that come with unionization are well worth the small cost associated with participating!

## CONTACT US

More questions? **Get in touch!**

Any information you share with us is kept 100% confidential.  
Your employer will never know that you contacted our union.

**Email:** [join@ufcw1518.com](mailto:join@ufcw1518.com)

**Toll-Free:** 1.888.581.1518

350 Columbia St,  
New Westminster, BC  
V3L 1A6

**Find us online:**

 [ufcw1518.com/join-us](http://ufcw1518.com/join-us)

 [facebook.com/ufcw1518](https://facebook.com/ufcw1518)

 [@UFCW\\_1518](https://twitter.com/UFCW_1518)

ARE YOU  
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