

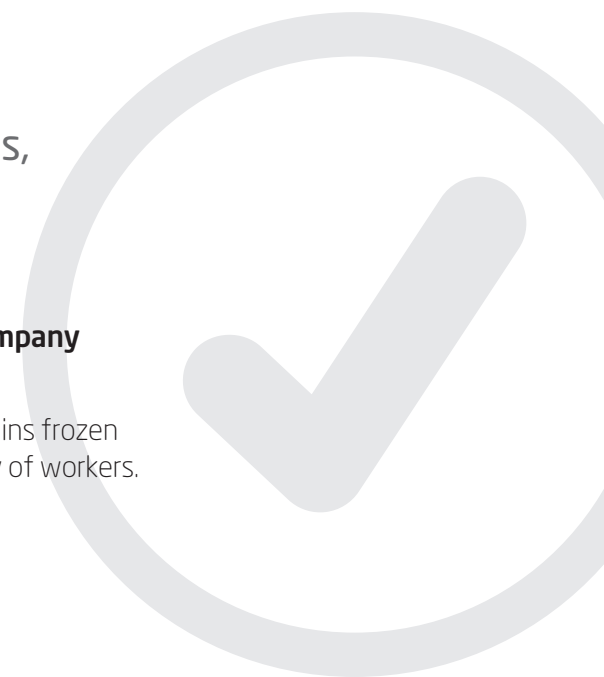
YOU'RE PROTECTED

Are you worried about what happens to your wages, benefits, and other compensation if you decide to become unionized with CLAC?

By law, they will be frozen once we apply to the CIRB to represent you. **The company cannot change any of your current working terms or conditions.**

CLAC would take over from the Teamsters as your union, while everything remains frozen until a renewal collective agreement is negotiated and accepted by the majority of workers.

But don't take it from us. Here's what the *Canada Labour Code* says.



WORKERS' RIGHTS IN TRANSITION

CANADA LABOUR CODE

FREEZE/COLLECTIVE AGREEMENT CARRIES FORWARD

Effect of certification – Note (c)

36 (1) Where a trade union is certified as the bargaining agent for a bargaining unit,

(a) the trade union so certified has exclusive authority to bargain collectively on behalf of the employees in the bargaining unit;

(b) the certification of any trade union that was previously certified as the bargaining agent for any employees in the bargaining unit is deemed to be revoked to the extent that the certification relates to those employees;

(c) the trade union so certified is substituted as a party to any collective agreement that affects any employees in the bargaining unit, to the extent that the collective agreement relates to those employees, in the place of the bargaining agent named in the collective agreement or any successor thereto; and

(d) the trade union so certified is deemed to be the bargaining agent for the purposes of paragraph 50(b).

R.S., c. L-1, s. 143; 1972, c. 18, s. 1.