

communicate

educate

mobilize

rights mobilize justice
power unionize action
speak up organize stand up



How to Organize your Workplace

Young workers need unions. After all, we're the most likely to suffer workplace injuries, get taken advantage of by our employer, given lousy work schedules and disrespected by our boss! And why does this happen? Because employers think we don't know any better since we're new to the work force. It's no wonder young people are the group most willing to join unions!

If you or someone you know would rather have the opportunity to have a say in determining workplace rights, benefits and working conditions, then join with the over 4 million workers in Canada who are members of a union. Here's how:

- 1 Arm yourself with info** – Contact a union representative and get the facts (organize@caw.ca) Ask them questions about the union and how they can support you. Their job is to provide the information you need to make an educated decision.
- 2 Build support** – Consider all of the workers at your workplace. Who do you know that would be supportive? Talk with them. Ask if they would support an effort to organize a union. If they will, then keep in touch with them. If they won't, find out why.
- 3 Know your rights** – Remind your co-workers that they have a legal right to join a union. Your employer is strictly prohibited by law from interfering with a union campaign.
- 4 Become a member** – To obtain union representation you and your co-workers will need to sign a union membership card. Signed cards are then shown to your provincial labour board as proof that workers want to become a union. Your employer can never find out who signed a card.
- 5 Vote** – Once the union receives sufficient support, as determined under the applicable labour laws, the labour board will conduct a secret ballot vote (although in some jurisdictions, a vote is not required). The vote is your final say as to whether or not you will have union representation in the workplace. No one is forced to vote, so mobilize your co-workers!
- 6 Negotiate** – If the vote is successful you and your co-workers will elect a bargaining committee responsible for negotiating a collective agreement with your employer. The collective agreement is a legally binding contract that determines work standards and working conditions.

Want to Get Started? Call the CAW Organizing Department at 1-877-495-6551 or email organize@caw.ca