



Dear USW 1-1937 Members at Sodexo in Kitimat

Please read the following important message in the link below.

It has come to our attention that certain employees are asking you to sign decertification forms from the Labour Relations Board without clearly explaining exactly how that action can negatively affect you and your employment status. Please read on to find out why.

I am also told that members are being told that Unite Here Local 40 can get you better wages and a pension. This is false and I will explain why.

If the individuals asking you to give up your rights are successful in a decertification vote, your current Collective Agreement with the USW Local 1-1937 becomes null and void. **That has serious ramifications for all employees.**

This means you would not have a contract in place at all. **Your wages, health and welfare benefits, overtime, schedules, premiums etc. could all change as the employer no longer has a collective agreement to follow.** Sodexo in other words would not be bound by the terms of employment you have now. Your wage could be lowered, they could take away overtime after eight hours worked or on Saturday and Sunday, double time on your birthday can be lost, multi-skilled bonus for trades can be lost, special leave of absence under compassionate leave that many of you are taking can be lost and much more.

Employees would have no ability to be represented by the Union if disciplined. Sodexo would have much broader power to terminate employees without a Union. Employees would have little recourse other than through employment standards which does not have the power to have workers reinstated even if it is found they were unjustly terminated. Workers would have no access to the Unions lawyers.

The Local Union has represented 20 plus members on site who had been terminated and had them reinstated and made whole. **The ability to protect employees' rights would also be lost if you were to decertify.** There would be no ability to recoup errors in pay or missing overtime, as you would all have to act on your own, which in most non-union workplaces does not happen, because workers generally fear speaking up as it can lead to discipline or dismissal.

These next points are extremely important and something you definitely need to know: By law, once the workplace was de-unionized, any Union trying to sign up the crew to their Union would not be able to apply for certification to represent employees in the bargaining unit for ten (10) months after the date of decertification. Even then, they would have to bargain a new contract with Sodexo which often takes six or more months to negotiate a whole new contract. That entire time seniority will not apply. Also, there is nothing to guarantee that once decertified, employees would agree to sign up to another Union.

We do not mean to sound alarmist, but from those we have talked to, USW members at Sodexo are not being told the dangers of decertifying. They are only being promised things that cannot be guaranteed.

As a matter of fact, nothing you have now is guaranteed with a different Union or a new contract. Unite Here Local 40 who have consistently interfered, and misinformed Sodexo employees cannot guarantee you **anything** and as stated, if a new Union were certified, it can be half a year or more of bargaining after the initial 10 months of waiting, before a new contract may be negotiated. All with no guarantee of improved wages or conditions that you already have including the annual increases.

As already stated, during the year or more you would be without a contract, you are on your own, without representation. FYI, in the past 20 months, Local 1-1937 has returned 20 employees to work who were dismissed improperly. Those employees would have no recourse. **Thankfully, these members and the countless others who have had their discipline either removed or lessened had their Union go to bat for them and get them reinstated and made whole.**

No first contract is perfect, but we have 100% paid benefits, night shift premium, training premium, overtime after eight hours and all day on Saturday and Sunday, shoe allowance, call out pay for trades, double time on your birthday, vacation with pay (Civeo adds the vacation pay to your wage and there is no vacation), no split shifts like Unite 40 supports, and fully paid flights (Civeo pays \$450/month and your flights currently cost \$700 each rotation). Do not let people give you cherry picked issues that are only intended to get you to forget about the whole package of rights, wages and benefits you receive as USW members.

If you are being told who the Union is, that is leading you to believe they will sign you up in 10 months, and then give you everything you want on a silver platter, we would like to know who they are, so we can speak to them directly about the very difficult situation they are putting all Sodexo workers in. **You can confidentially email us with this information at my email address below.**

The pandemic over the last many months has been difficult for everyone. All of the restrictions in place regarding employees not going into town, masks, isolation in the COVID ward and me not being allowed on site as per Fluor's restrictions have worn everyone out.

I have been working on issues from my phone and computer doing Team Meeting video calls and Zoom calls with managers and stewards. It has not been the same as in person, but much has been accomplished. **Many of you are receiving some of the \$44,000 being paid out right now for improper payment and there is more to come once the overtime grievance is settled. Issues are being resolved, even if you are unaware of all of them. I am always available if you have questions so, please reach out.**

It is not your fault you were misinformed. That blame rests squarely with the Union that has consistently tried to mislead USW members into believing they have their best interests at heart. They do not. If they did, they would not fail to inform you of the jeopardy they are putting you in by asking you to decertify.

Please seriously consider what a decertification could look like for you and your fellow USW members over the next year. If you have signed a form and were not properly informed of what you were signing or what it meant, you can change your mind. It is not too late.

Send me an email, asking to rescind the LRB form you signed at:
dpalmer@usw1-1937.ca

Life is getting back to normal after a long stretch of uncertain times. USW 1-1937 is here to continue serving the membership at Cedar Valley Lodge every day. I plan to be on site to meet with you in the near future. I will advise you soon of those dates.

In Solidarity,

Dusty Palmer
Business Agent

DP/jm
USW1-1937