



Know the facts before you act!

As you are aware, there is a campaign to decertify from the United Steelworkers. We want to take this opportunity to ensure that you have all the facts before making a decision that could negatively impact your future. You are not being told the truth by those asking you to become non-union, please get the facts.

Your collective agreement elevates the terms and conditions of your employment above the minimum standards. We got there through collective bargaining and solidarity. Decertifying undoes all of that.

Knowing the relevant facts will be essential for you to make the right decision. Here is some information on what you stand to lose:

1. Hours of work

You have better hours of work provisions than the Employment Standards. These could be rolled back without a collective agreement.

2. Wages

The wages you currently enjoy are above the industry average, which is a direct result of bargaining. The minimum wage in B.C. is currently \$15.20 per hour (set to increase to \$15.65 on June 1, 2022). The lowest wage under your collective agreement is \$21.04 for General Help and the highest wage is \$45.11 for HVAC Technician in 2022. Are you sure the employer won't pay you less?

3. Overtime

Your overtime takes effect after you work a 8-hour day – time and a half after 8 hours, double-time after 11 hours. Without a collective agreement, the double-time rate applies after 12 hours worked in the Employment Standards Act for British Columbia.

4. Holidays

Without a collective agreement, you will have less time off to spend with family and friends. Under Employment Standards, you are only entitled to 10 statutory holidays. You may lose Boxing Day.

5. Vacation

Everyone enjoys a vacation. Your collective agreement gives you more vacation time than required under the law.

6. Other Union Benefits

Seniority rights ensure you are not treated unfairly at work based on favouritism. Grievance procedures ensure you have protection from your employer. Negotiated premiums increase your base rate wage. Valuable benefits such as medical, dental, vision care, prescriptions, chiropractic and life insurance are available to you and your family through your collective agreement. The law does not require employers to provide health and wellness to their workers. We also negotiate better protection than what non-union employees have under the legislation for health and safety. Other unions, cannot guarantee you better benefits.

YOU HAVE A LOT TO LOSE!

Please see the next page for a detailed comparison.

We understand that you have an important decision to make. If you have any questions or concerns, please contact Dusty Palmer, USW Local 1-1937 Business Agent, at 250-710-6768.

In solidarity.

DECERTIFICATION:

What you stand to lose.

If you decertify, there is nothing stopping Sodexo Canada Ltd at Kitimat LNG Camp from rolling back the terms of your employment to the minimum standards required by law.

Here is what it could look like:

1 Hours of work

What you currently have:	Employment Standards:
10 hours/day	40 hours/week
40 hours/week	

Currently, your normal work schedule is 14 days on followed by seven days off. That could change to a variety of schedules without a collective agreement.

2 Wages

Current average wage in 2022:	Employment Standards:
\$21.04 General Help to	\$15.20
\$45.11 HVAC Technician	

4 Holidays

Your current statutory holidays:	Employment Standards:
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11 days

New Year's Day
Family Day
Good Friday
Victoria Day
Canada Day
Civic Holiday
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

10 days

New Year's Day
BC Family Day
Good Friday
Victoria Day
Canada Day
BC Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

3 Overtime

What you currently have:	Employment Standards:
Over 8 hours/day:	DOUBLE-TIME RATE
1.5x OT Rate	APPLIES AFTER
Over 11 hours/day:	12 HOURS WORKED
2x OT Rate	

5 Vacation

What you currently have:	Employment Standards:
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Years Worked	Weeks	Pay	Years Worked	Weeks	Pay
1 to 5 yrs	3	6%	1 to 5 yrs	2	4%
5 yrs to 10 yrs	4	8%	5+ yrs	3	6%
Over 10 yrs	5	10%			

6 Other Union Benefits

	What you currently have:	Employment Standards:
Grievance Procedure	✓	✗
Seniority Rights	✓	✗
Health & Safety	✓	✗
Benefits Plan	✓	✗
Premiums (Shift/Trade/Training)	✓	✗