



Dear USW 1-1937 Members at Sodexo in Kitimat

March 23, 2022

**If you allow your workplace to be decertified, it means you will have no Collective Agreement with Sodexo regarding seniority rights or a grievance procedure for countless important issues. In many cases, seniority rights and a grievance procedure are more important than wages, because if Sodexo doesn't honour seniority in layoffs, recall, posting jobs or training and you can't grieve it, you may not have any wages to worry about!!**

As you know Sodexo has had seasonal layoffs the past two years. During the first layoff, several dozen employees were laid off improperly. It took many weeks to sort out, but due to the grievance procedure and seniority language we have in our Collective Agreement, employees were compensated for all monetary losses they incurred and were returned to their positions at Cedar Valley Lodge.

The second set of layoffs this past year had only a few errors, due to a review of the language with Sodexo and the Union prior to layoffs happening. Layoffs without a Union in place could leave you jobless and without any seniority retention guarantee as you have now.

**Without a Union and a Collective Agreement, employees do not have to be recalled by the Company at all.** If the company chooses to recall, those who they favour best, return first.

Article 9 – Seniority, Section 1 of our Collective Agreement has excellent job protection. It states the Company recognizes the principle of seniority, competency considered for layoffs, recall, training, job postings, overtime, shift preference, and vacations.

**If the operation is decertified you lose all of this.**

Just this past week two employees were laid off improperly and out of line with seniority, and a grievance is going in on the matter. You will not have this right if you are without a Union. **You are voluntarily giving up your seniority rights by decertifying. Do you really want to do this?** It is unlikely you will ever recoup the losses you will incur over 12 months or more without a Union contract if a decertification takes place.

In the Housekeeping Department, a grievance has been written for overtime being granted out of line with seniority. You will not have the right to grieve anything without a Union. The company's favourites will be given all of the overtime, like most non-union workplaces.

Be informed of what you have; contact your Shop Stewards or Business Agent if you have questions or need assistance. Do not throw away seniority rights and the right to a grievance procedure. Without either of these, the past 20 months would have been complete chaos and the next 20 months will be worse.

**You can rescind the decertification form you may have signed if you feel you were ill informed. Send me an email stating so at [dpalmer@usw1-1937.ca](mailto:dpalmer@usw1-1937.ca).**

I will be on-site Friday afternoon, March 25<sup>th</sup> to answer any questions you may have.

In Solidarity,

Dusty Palmer  
Business Agent

DP/an  
USW1-1937



# UNITED STEELWORKERS LOCAL 1-1937

Representing Sodexo workers in coastal BC

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You are voluntarily giving up your seniority rights by decertifying. **Do you really want to do this?**

**Did you sign a decertification form?** You can rescind the form if you feel you were ill informed. Send an email to [dpalmer@usw1-1937.ca](mailto:dpalmer@usw1-1937.ca)

**Protect your union representation  
and USW Collective Agreement.**



**#USWworks**