

#WheresMyContract

Ford workers got their collective agreement last fall. Their Master, Local and all Supplements are posted on the Local 707 website.

Stellantis (formerly FCA, Chrysler) workers got access to their Master Agreement, Local and Supplements in the past few weeks.

But GM workers DO NOT YET have access to the Master, Local, Supplements, or the im-

portant "GM Oshawa Assembly Plant - 2020 Investment Local Agreement MOU."

GM workers have now been without their contract since November 2020 - an unprecedented 18 months.

The contract is the legal document that describes our rights at work. How can workers defend their rights if they don't know what they are? Workers have a right to their collective agreement.

Solidarity Movement - Our Principles

Bargain for Gains

- Commit to fighting concessionary and two-tier agreements.
- Membership-driven bargaining.
- Full disclosure of everything in the tentative collective agreement before we vote.

Solidarity and Participation

- Eliminate the bully culture.
- Action and education against racism and all forms of discrimination.
- Make sure everyone's voice is heard, including in elected positions.

Better Communication

- An effective social media presence.
- Return to a monthly Oshaworker.
- Schedule union meetings when members can attend. Post the agenda and minutes.

Real Democracy

- Democracy is more than voting - it is the rank-and-file members taking control of the Local.
- The members must have easy access to all the information and make the decisions.
- Save money and increase participation by adding online voting to existing options.

Accountability

- Membership review of exorbitant salaries.
- No secret agreements or deals made behind closed doors.
- An annual Local budget presented, debated, and voted on by the members.

Join our Facebook Group "Solidarity Movement" on Facebook

www.facebook.com/groups/292972735372052



Solidarity Movement

May 2, 2022

No. 4

Dias Ethics Breach: More Investigation Required

The allegations surrounding Jerry Dias are very serious and we must urge that the scope of the investigation be immediately broadened. A letter has been drafted—it needs your support at the May 5 membership meeting to be sent. In part the letter asks:

"1. Unifor stated at the press conference on March 23, 2022 that "We are treating this as an isolated incident." However, there must be a thorough investigation to find out whether or not it is an isolated incident. Unifor is requested to undertake the type of investigation that is necessary to make that determination."

"2. Unifor is requested to examine and report if there are policies or practices that facilitated, encouraged, or failed to prevent serious ethical lapses? Are there systemic issues to be corrected?"

"3. These allegations have created serious unease about the potential misuse of dues money. Unifor is requested to complete a thorough audit of spending practices by top leadership, elected and appointed, to ensure



there has not been improper personal benefit or misuse of funds."

"We can not claim transparency and accountability as a union if we leave important questions unanswered."

Read the full letter on our webpage: solidaritymovement.ca/Jerry-Dias-Case/

INSIDE This Issue

- Racism Not Welcome Here p. 2
- Amazon Labor Union Victory p. 2
- Convention Resolutions P. 3
- #WheresMyContract P. 4
- Solidarity Movement: Principles ... p. 4



Racism Is Not Welcome Here

These are excerpts of a message distributed to the Loblaw Unit by their Unifor Racial Justice Advocate. We feel this is an important message and send our solidarity to the workers at Loblaw and in all workplaces who are combatting racism.

As many members are aware, there has been an incident of hate and vandalism in our warehouse ... As union representatives we condemn, in the strongest possible terms, this act of racially-motivated hatred. **Our message is simple – racism is not welcome here.**

Racism, as with any form of discrimination, damages the solidarity we need to fight for the rights of all members. Every member has the right to work in an environment free from racism and discrimination. This is the policy for Unifor and Loblaw, and it's the law ... As union representatives we feel it is important to acknowledge the harm and impact this expression of hate has caused to many of our members ... The union and the company are discussing this incident and how to continue to work towards a respectful workplace environment. **Clearly there is work to be done. We all need to do this work together.**

Amazon Labor Union

Rank and File Organizing - The Way to Win!

A rank-and-file organizing committee achieved a stunning victory at Amazon's JFK8 warehouse in Staten Island. Despite Amazon's expensive anti-union campaign, the vote at the end of March was a decisive win for the union. The independent Amazon Labor Union will represent the over 8,300 workers in the facility. This opens the door for major breakthroughs at other Amazon facilities. There are about one million Amazon workers in Canada and the United States, and Amazon is now the



second largest employer in the US. This is the way to win - a worker-led project, based on talking to their coworkers, collective protests, and challenging the mistreatment by Amazon management.

Local 222

Membership Meeting:

THUR. MAY 5, at 3 PM

Local 222 Hall

1425 Phillip Murray Ave., Oshawa

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Contact: Rebecca Keetch
solidarity@solidaritymovement.ca

www.solidaritymovement.ca

2

Unifor Convention Resolutions

The Unifor Convention will be August 8-12 in Toronto. Local unions can send resolutions on important policies and bargaining goals. Here are two important resolutions that have been adopted by Local 444 in Windsor that will be strengthened if our Local and other Locals also support them. The deadline for resolutions is May 10, so if you want to see these resolutions adopted by Local 222 come to the Local 222 Membership meeting on Thursday, May 5.

Equal Wages, Benefits and Pensions in Bargaining and in Legislation

UNIFOR NATIONAL WILL:

- Fight for legislation that bans wage, benefit and pension inequality based on length of employment.
- Bargain for the fundamental union principle of equal pay, benefits and pensions for workers who perform the same work. We will aim to return to the standard achieved in our earliest collective agreements that provided for equal pay at the end of a probationary period, or as soon as a worker is capable of doing the job (except where significant ongoing training is required, as in apprenticeships).

[See the rest of this resolution on our website: solidaritymovement.ca]

Improve Pensions Now

UNIFOR NATIONAL WILL:

- Make it a bargaining priority to bargain substantial improvements to pensions for all present and future retired members.
- Make it a bargaining priority to bargain substantial catch-up increases to pensions for retirees who have had no increases for many years, to compensate for their losses in purchasing power to inflation.
- Work to narrow or eliminate disparities and inequalities where workers with different seniority dates have different and unequal pension plans; work to bring all workers possible into defined benefit pension plans.

[See the rest of the resolution on our website: solidaritymovement.ca]

If you have other ideas for resolutions you would like to see adopted write them down and bring them to the meeting on May 5. If you are unsure how to write a resolution, we are happy to help. Send us an email or see information posted on our website.