

GREENHILLS WORKERS: FACT'S THE COMPANY WILL NOT TELL YOU

Will I lose money if I join the union?

No, you will not lose money. When we enter bargaining, we start from where we currently stand. Once the BC Labour Board issues the certification, all **wages, benefits, and working conditions are frozen**. This means that the company cannot take anything away or make any changes

Can the Union force us to take a contract?

No, the union cannot force you to accept a contract. A contract is only in place once it has been voted on and approved by the membership.

How do the Union dues work?

Union dues are 1.45% of your wages plus \$0.02/hr, which go to maintaining your local, education, training, organizing, technical and support services. Contributions to the Humanity Fund are an additional amount that a local can choose to pay, BUT it is optional and is considered a charitable contribution for tax purposes. **You don't pay dues until you and your coworkers vote on and approve a collective agreement.**

Can the company refuse to bargain?

No, under the British Columbia *Labor Code* the company is legally required by law to bargain in good faith.

Can the Union force a strike?

No, the union cannot force a strike. A strike can only happen if the membership votes in favor of it. In fact, 97% of collective agreements are achieved without any strike action.

Did the union lower the target for the Gainshare bonus?

The union does not negotiate or control bonuses if they are not part of the collective agreement. These bonuses are calculated and controlled by the company.

Why would the Union lower the cap on bonuses?

The company would not move off 2% wage increase. The union felt the bonus system is inconsistent, and the company is unaccountable for the numbers when questioned. Gaining 3% an hour is by far a bigger win. It's guaranteed, predictable, and paid for every hour.

Greenhill's Gain Share bonus payout is consistently higher.

If the current Gainshare numbers are accurate, unionizing will not impact that. Gainshare is a recognition of the work you do, and that should not change.

What happens when we are successful at unionizing?

Once the union is certified, meetings will be held for all Greenhills' workers to nominate and elect a bargaining committee from your site. These workers will be trained and booked off for bargaining. The United Steelworkers will then notify the company of the intent to begin negotiations.

Addressing Concerns from the Last Organizing Campaign at Greenhills

Recently, concerns have been raised regarding the previous organizing campaign at Greenhill's. An individual, no longer affiliated with the United Steelworkers (USW), distributed a letter to workers that included inappropriate statements. These views were solely those of the individual and do not reflect the values of the USW.

Unfortunately, the non-union culture that has plagued Greenhill's for years

We are saddened to hear that some employees have been subjected to bullying, harassment, and intimidation, especially towards those individuals who are attempting to educate themselves on their options. Although this is a common tactic, it is unacceptable, and one that the union fights against for all our members. Ultimately, you need to decide what is best for you, your family, and your community.

Know Your Rights as a Worker!

Every worker has the right to join a trade union. You are entitled to organize a union and negotiate with your employer over your terms and conditions of employment. This includes:

- The right to distribute union literature.
- The right to ask coworkers to sign union authorization cards.
- The right to discuss union matters with your colleagues.

Supervisors and managers are prohibited from spying on you (or giving the impression that they are), coercively questioning you, threatening you, or bribing you regarding union activities. Additionally, you cannot be fired, disciplined, demoted, or penalized for engaging in union-related activities.

While work time is for work, your employer may enforce non-discriminatory rules about solicitation and distribution during work hours. However, they cannot prevent you from discussing or promoting the union during non-work time, such as before or after your shift.

What is Unfair Labour Practice?

Unfair labour practices can include:

- A manager asking employees if they have signed union membership cards.
- An employer encouraging employees to form an employee committee as an alternative to the union and assisting them in doing so.
- An employer holding one-on-one interviews with employees, instructing them to ignore the union and its organizers.
- An employer hosting a mandatory meeting to tell employees that the union had a negative impact on other businesses.

An employer claiming that it cannot increase wages because of the union’s organizing drive and certification, even though wage increases were planned before the union organizing began (and giving the increase would not violate the Code).

All information shared with the union is kept confidential. Only USW organizing staff have access to this information.

If any unfair labour practices are committed, the union will take action to address them.

Once the union is certified, you are protected and can use the grievance procedure, even before a collective agreement is in place.

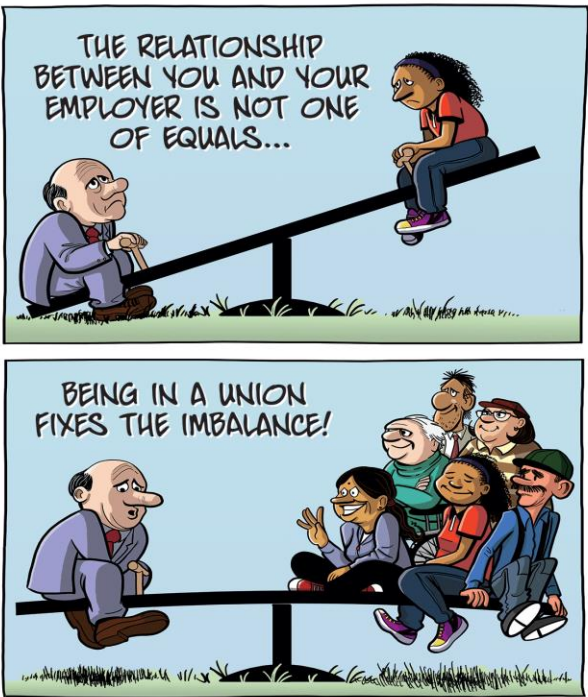
Additional Information:

The BC Labour Board is aware of the intimidation and union-busting tactics some companies use to discourage workers from exercising their right to unionize. Here is how they make it possible.

You can sign your union card online.

Cards are valid for six months.

If 55% of the workforce signs union membership cards, the BC Labour Relations Board will randomly contact some card signers to verify their desire for USW representation at the bargaining table.



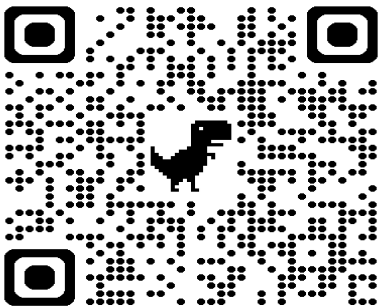
These measures are designed to make it easier for workers to obtain union representation.

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