



TC LOCAL 1976 USW

CANPAR BARGAINING UNIT MEMBERS

NOWU see it ... now you don't

The tiny Toronto health-care union's great pension lie

A NOWU leaflet handed out in Toronto last week and emailed to a handful of members, says that NOWU is "creating its own pension plan through Susan Bird of McAteer & Associates."

That is a flat-out, 100% lie.

Susan Bird, the President of the McAteer Group of Companies, has informed the USW that her company has not been retained by NOWU. The McAteer Group has declined and will decline any assignment from NOWU. So now you know the truth – there's no NOWU pension plan with McAteer.

So, ask yourself, can you trust NOWU?

When it comes to pensions, USW experience counts

The USW employs pension experts and represents members' pension interests in hundreds of different contracts for tens of thousands of our members across Canada.

A few weeks ago, we updated you on the negative impact that NOWU could have on your retirement security and on your Pension Plan. You also received a detailed pension overview from Manion and Associates, the administrator of your union-run Pension Plan (with an average return of 7.6% over the last 10 years).

Then NOWU started scrambling to tell you they started working on a pension plan, something that we now know to be a sham. Next, NOWU will probably start scrambling to try to find somebody else to build a pension plan from scratch.

NOWU has never put a pension together, has exactly zero pension experts on its staff, and has zero experience in our industry.

Your retirement security is too important to put in the hands of a tiny, untrustworthy outfit like NOWU.



NOWU Mischief at the Federal Labour Board

In other news, NOWU has filed an application to the Canada Industrial Relations Board (CIRB) in its very lengthy attempt to displace your union and your collective agreement.

Here are a few important details about this:

- NOWU is required to prove that a majority of members in our bargaining unit signed a NOWU membership card. NOWU estimates the size of the bargaining unit to be 800 employees. This is completely incorrect. Our bargaining unit at Canpar is much bigger than that.
- On that basis, the CIRB might dismiss NOWU's application.
- NOWU made other errors in its application to the labour board. If it can't get that right, can you trust NOWU to represent Canpar bargaining unit members?
- The CIRB may make direct individual inquiries with selected employees around the signing and payment of the \$5 fee for NOWU membership cards.
- If the CIRB does allow NOWU's application to proceed, there could be a vote (likely conducted online or by phone) in 30 to 40 days.

We will have more updates for you in the coming days, including on NOWU's risks to your conditions of employment and to your pension security.

We are listening

We know some members have been dissatisfied with TC Local 1976 USW.

That's why we have been stepping up communications, putting in place an action plan, activating the Unit Chairs and having meetings with USW national leadership including USW National Director Ken Neumann.

Don't let a few unhappy members take away your collective agreement, and end your current pension plan.

Stay strong, Stay with Steel.

Keep in touch with your union

Your union, TC Local 1976 USW, is working hard to stay in touch. We'll continue to keep you up to date on what is happening – and we also want to hear from you.

- Sign up for TC Local 1976 USW text messages by texting 'canpar' to 32323
- Email updates – sign up by emailing uswcanpar@usw.ca with subject 'Canpar'
- Website updates – <http://usw.to/3cL>

Questions, comments? Reach your union at 416-243-8792 ext.1227 or uswcanpar@usw.ca

In solidarity,

-TC Local 1976 USW Executive