



# TC LOCAL 1976 USW

## CANPAR BARGAINING UNIT MEMBERS

**August 14, 2020**

Greetings,

This week, we are focusing our communications on information for members on the National Organized Workers Union – NOWU. People are asking tough questions about who is behind NOWU, why it is suddenly interested in Canpar workers and what it means for your rights and benefits at work.

### **NOWU is a tiny, discount hospital union:**

- NOWU has only about 2,000 members and only four Toronto-area bargaining units, mostly in health care. One unit is at Toronto's Mount Sinai Hospital, which joined NOWU in 2018.
- With complaints about NOWU's poor service and broken promises, Mount Sinai employees are now trying to leave NOWU and join a respected union, with real resources and with links to the wider labour movement.
- In 2019, Mount Sinai Hospital banned NOWU President Tim Oribine from its property due to evidence of *"repeated and ongoing violations of the Hospital's Code of Ethical Conduct and the significant contributions to the creation of a toxic work environment."*
- Even in the words of the unit member advocating for NOWU, Michael Newman: *"Is NOWU the best choice ever? Of course not."*

### **About NOWU's President Tim Oribine:**

- He used to work for the United Food and Commercial Workers union (UFCW), then went to work for management on the employer side before working for another union, the Service Employees International Union (SEIU).
- After a short stint, he left SEIU under questionable circumstances and helped set up a union called the Organized Workers Union (OWU). SEIU Healthcare President Sharleen Stewart described Tim Oribine as *"incompetent,"* based on his record of letting grievances pile up and his inability to negotiate new contracts.
- OWU was also found by the Ontario Labour Relations Board to have very likely committed fraud.
- OWU merged into the Teamsters union, and Tim Oribine was appointed as a Teamsters *"Business Agent,"* but then that came to an end.

- In 2017, Tim Oribine became a “union official” for another tiny union called NOWU and later the president of NOWU.

We have been asked by members what risks this scheme holds for their working lives and benefits, if our jobs are in the hands of an outfit like NOWU and its leaders.

Our union understands that some members have expressed dissatisfaction and the desire for stronger communications from TC Local 1976 USW, as well as clarity around the new collective agreement. Our union has increased our member communication in response. In addition to the member survey being launched next week, there will also be an informational mailing going out to all members within 10 days.

Don't put yourself and your co-workers at a disadvantage by signing a card for NOWU. It is a tiny, discount union without the resources to deal with Canpar and its parent company TFI International.

### **What's happening now?**

NOWU is trying to get people to sign its membership cards. If more than half of the members in our Canpar unit sign (and voluntarily pay the required \$5 fee), NOWU could apply for “certification” to the Canada Industrial Relations Board.

For a limited period, anyone who has signed a NOWU card can easily revoke it. Contact us and we'll show you how.

### **Contact TC Local 1976 USW:**

- Sign up for text messages by texting 'Canpar' to 32323
- Email updates – sign up by emailing: [uswcanpar@usw.ca](mailto:uswcanpar@usw.ca) with subject 'Canpar'
- Website updates – <http://usw.to/3cL>

**If you have any questions, comments or information that you would like to share, contact us at: 416-243-8792 ext.1227 or by email: [uswcanpar@usw.ca](mailto:uswcanpar@usw.ca)**

In solidarity, -TC Local 1976 USW