

# THE UNION ADVANTAGE

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## The right to bargain a legally binding collective agreement

Statistics clearly show that workers do far better when they have a say in wages, benefits and working conditions on a regular basis through a legal bargaining process.

## Wage Guarantees

Negotiate fair and reasonable wage rates and annual wage increases which are then locked in for the duration of the collective agreement.

## Benefits Protected

Workers with Unions are far more likely to have better benefits.

## Fairness versus favouritism

A collective agreement lays out process for seniority, wages, hours of work, job postings and more to ensure everyone is treated fairly and equally rather than a select few getting preferential treatment.

## Having a say in your working conditions

Bargaining surveys, meetings and elected committees give you the opportunity to participate in the process of bargaining a collective agreement and then voting on it.

## Respect in your workplace

One of the main reasons workers join Unifor is because of the way they are being treated at work. Being able to negotiate a collective agreement that lays out fair rules and processes is helpful to ensure a fairer and more respectful workplace.

## Right to challenge unfair decisions

Collective agreements always include a grievance procedure, which allows workers to challenge unjust decisions.

## Seniority

Seniority is the fairest way to ensure fairness and not favouritism when it comes to hours of work, overtime, job postings and more.

### Questions? Concerns?

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