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## Special Affiliation Vote Edition



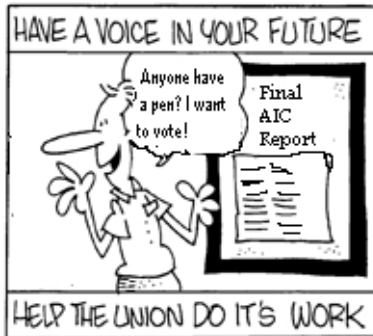
Endorsed as the:  
**"BEST UNION FOR MUSA"**



On Thursday, September 22nd, 2005, the MUSA Representative Council unanimously endorsed the Canadian Auto Workers (CAW), as the **"BEST UNION FOR MUSA"**.

Representative Council further supported the motion "that a Membership vote be held to join a larger union before November 25, 2005". In that vein this newsletter has been prepared to alert you to the fact that a Membership vote will occur before the end of November. Voting information and ballots will be mailed to all Members at their home addresses.

**Members maintain their democratic right to vote for the union of their choice.** However, we hope that by the time Members have read this newsletter, they will have a better understanding of why both the Executive Committee and Representative Council have recommended to the Membership that the CAW is the best union for MUSA.



The Affiliation Investigation Committee has found that the CAW is: intensely democratic; open in its fairness to members by way of their Public Review Board; highly responsive to their members' needs; socially conscious and aware; proactive; willing to work with employers to save jobs and committed to advancing the rights of workers; experienced in dealing with large corporate employers; well established and leads in providing education to their rank and file members; willing and able to give their locals autonomy; diverse enough to allow MUSA to be fully supported in all areas; cohesive in their philosophy by way of policy statements on many issues pertinent to all members, their families and their communities; financially secure and stable; and the best fit for MUSA in terms of principles and vision.

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## Dues Comparison of the Unions

Questions related to dues were the most asked during the AIC Membership meetings. A comparison on the dues-related questions has been provided for you. Currently, MUSA dues are set at 1.5% of salary. Dues are not collected on overtime, lump sum payments or while our Members are on various leaves of absences. For further information, please refer to the MUSA "Members Only" page on our website at: <http://www.musa.ca/membersinfo.htm>

	CAW	CUPE	OPSEU	OSSTF	PSAC	USW
<b>How much would our dues be?</b>	Dues are set at 2 hours & 20 minutes of base salary (or approx. 1.5%). Dues are not levied on overtime wages.	Each local can set their own dues level. The average dues rate for university locals is approx. 2% of salary.	Dues are set at 1.375% of wages and are also levied on overtime wages.	Dues are set at 1.3% of salary. (No information available on whether dues are levied on overtime wages.)	1.5% of annual salary.	1.3% plus an additional \$0.02 per hour worked. Dues are levied on all earnings, including overtime.
<b>Grade 4 Step 4 dues (now \$42.27).</b>	\$43.29	\$56.36	\$38.74	\$36.63	\$42.27	\$39.66
<b>How will the dues be managed?</b>	Dues are remitted by the Employer directly to MUSA. MUSA would then remit our portion to the Secretary Treasurer of the CAW.	Dues are remitted by the Employer directly to CUPE, who would then rebate our portion of the dues back to us.	Dues are remitted by the Employer directly to OPSEU, who would then rebate our portion of the dues back to us, each quarter.	Dues are remitted by the Employer directly to OSSTF, who would then rebate our portion of the dues back to us.	Dues are remitted by the Employer directly to PSAC, who would then rebate our portion of the dues back to us.	Dues are remitted by the Employer directly to USW, who would then rebate our portion of the dues back to us.
<b>What percentage of our dues would stay with us at the local level?</b>	43%	The amount over and above the 0.85% that is given to the National. If dues were set at 1.5% that would work out to be 43%.	No percentage provided. (For a local of 1,500 members, the rebate would be approx. \$11,679, each quarter, that OPSEU would rebate to a local union.	The average rebate would not exceed 30%.	There are two options: One is to have all the dues remitted to PSAC so that it can provide all services to the Local; The other is where only a portion of the total dues are remitted in which case the expectation would be that the Local would service itself on some issues, (eg. handle all grievances up to and including the final step).	44%

	<b>CAW</b>	<b>CUPE</b>	<b>OPSEU</b>	<b>OSSTF</b>	<b>PSAC</b>	<b>USW</b>
<b>How would our dues be spent?</b>	38% is remitted to the national for servicing, administration and support services (eg. legal, health & safety, education and research); 12% would go towards the Defense Fund; 3% for Membership Education; 2% for Organizing; and 2% for a Special Mobilizing Fund. As stated above, 43% stays with local Union.	The National Executive Board sets the National budget, subject to convention approval. An approx. breakdown of the National Per Capita is as follows: 70% Staffing Costs; 11% Administration; 10% Defence Fund; 6% Materials; and 3% Union Affiliates.	10% is constitutionally required for the strike fund. A portion is directed to the education fund and the remainder to membership expenses and staff operations.	17% for protective services; 13% general administration; 12% educational services; 12% Provincial meetings & special committees; 8% communication/public action; 6% Provincial executive; 2% building operating costs; 1% contingencies; and 29% district rebates (to the local unions)	36% regional offices; 16% education, communications, and conventions; 15% grievances, legal, legislation, political action; 14% negotiations, classifications, equal pay; 9% affiliations (CLC, etc); 7% health & safety, tech change, equity; and 3% organizing.	40% is directed to overall Union admin/operations; 1% to the applicable District Education Fund which supports & promotes membership education; 11% to the strike & defence fund; 3% to organizing; and 44% remains with the Local Union.
<b>Who can change the dues structure? How is it done?</b>	Constitutional amendments proposed by local unions are considered and voted on at a triennial convention.	National per capita can be changed only a 2/3 majority vote of the delegates at a National Convention. Local dues can be changed only by the local membership, and the process for doing so is one which the Local largely determines. The National Constitution sets only very basic rules in this regard, requiring a minimum of a majority of ballots cast for the change to be effective, requiring proper notice to all members of the meeting at which the dues will be changed, etc.	Elected members attending the OPSEU Convention.	The Annual Meeting of the Provincial Assembly has the power to change the structure by a vote.	The members determine the dues structure. At the local level, dues would be voted on at an Annual General Meeting; at the National level, dues rates are voted on by member delegates to the triennial national convention.	Only by delegates' votes at an International Constitutional Convention held every 2 years.

## Frequently Asked Questions

The most frequently asked questions directed to the AIC at their Membership meetings, at the Annual General Meeting, and through the AIC email address follow:

**(1) Why now?** According to labour relations laws in Ontario, ninety days prior to the expiration of a collective agreement is considered an "open period" when other unions may attempt to overtake or raid existing unions. As well, the current MUSA Collective Agreement is scheduled to expire on June 15<sup>th</sup>, 2006, so this high-risk open period for MUSA will commence about the middle of March. Although we initially sought the Direct Charter from the Canadian Labour Congress (CLC) for strength and protection prior to the last round of bargaining, this charter will expire on March 31<sup>st</sup>, 2006. And as the Direct Charter was granted to allow MUSA a protective environment and time to research which union to join, the CLC is not likely to extend or renew this Charter.

**(2) Why not remain independent?** In seeking the Direct Charter from the CLC in 2003, remaining independent was no longer an option as the CLC made it clear that by the end of the Charter MUSA will have merged with an affiliated union of the CLC. The



following is a direct quote excerpted from a letter from Ken Georgetti, President of the CLC: "... that there must be a vote of the membership to choose a CLC affiliated union to join within a reasonable time period ...". As we can see, once we chose to become a Direct Charter of the CLC, the issue of independence became a moot point.

**(3) Will the AIC be making a recommendation to the Membership?** Yes. Having gained so much insight into all of the unions investigated, the AIC had an obligation to disclose their findings. The AIC followed procedure in making their recommendation of the CAW to the Executive Committee first, which accepted the AIC report and forwarded it to the Representative Committee where it was unanimously endorsed. Subsequently, the CAW endorsement was posted on MUSA's home page and presented to the Membership at the reconvening of the Annual General Meeting on Tuesday evening, October 25<sup>th</sup>. A motion from the floor was seconded and passed, that the Membership endorse the AIC recommendation. The recommendation of the AIC to join the CAW has been endorsed by every level of our union.

**(4) If the union that MUSA merges with were to go on strike, would we be bound to go on strike as well?** No. The unions are generally divided into individual locals. Only individual locals would go on strike against their employers when their collective agreements expire and an impasse is reached at the bargaining table. A local can only strike if the Membership within the local votes to strike. We might be asked to assist a sister local that is on strike with letters of support, by volunteering for picket duty, attending rallies, and so forth.



**(5) What happens if the Membership cannot decide on one union and the vote is split?** Hopefully this will not occur as it will weaken MUSA's position at this most critical time with the CLC Direct Charter running out, the open period approaching and our Collective Agreements expiring. To that end, with the AIC coming forward with their recommendation of one union, the CAW, and the unanimous endorsement from Representative Council. As a union, now is the time to come together to form a cohesive whole, to stand as one and forge ahead united and strong. Our future depends upon your support.

**(6) Will MUSA be prepared for negotiations in 2006?** Yes. By holding a vote in November the merger agreement can be negotiated before the end of 2005. This will give MUSA access to the resources and legal experts we will need to properly implement the new Job Evaluation System. It will also place MUSA in a fine position to continue preparing for negotiations of our Collective Agreements which expire in June 2006 (Unit #1) and in September 2006 (Unit #3, PTS, Parking & Transit Services).

**(7) What are the benefits of joining a larger union?** The benefits are too many to list here. For more information go to: [www.musa.ca/membersinfo.htm](http://www.musa.ca/membersinfo.htm)

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## Frequently Asked Questions (continued from previous page)

**(8) What would happen to MUSA assets?** This is a question that can be answered by reviewing the individual Constitutions of each of the unions. Some unions state that our assets would remain with us. If we join the CAW, for example, our assets will remain ours. Where other unions say that our assets would become theirs, this is something that could be negotiated as part of a merger agreement.

**(9) When will the vote happen?** The Representative Council and the Members at the AGM (the Tuesday evening portion) supported motions that a vote be held before November 25<sup>th</sup>, 2005.

**(10) How much would our dues increase?** Currently, MUSA dues are set at 1.5% of base salary. MUSA does not collect dues on overtime. The CAW dues are calculated based on an hourly amount: 2 hours and 20 minutes per month. This is approximately equivalent to MUSA's current dues of 1.5%. The CAW does not collect dues on overtime. MUSA's dues structure would change to reflect the CAW due structure. We would not pay CAW dues in addition to MUSA dues. We would only pay 2 hours and 20 minutes per month in dues. Part-time employees who work less than 40 hours per month would only pay 1 hour and 10 minutes per month in dues.

**(11) How would MUSA pay dues owing to the larger Union?** The CAW would allow our local to collect the dues and submit our portion to the National. Other Unions collect all the dues directly from the Employer and either rebate or give back the portion that would stay with the local.

**(12) Would MUSA have to pay a fee to join another Union?** Some Unions do require that an initiation fee be paid and this can range anywhere up to \$10.00 per member. However, this is something MUSA could and would negotiate to be waived in a merger agreement.

**(13) Who would run the daily operations of our local Union?** This is an important question since being able to run your local on a daily basis speaks to the ability to be autonomous. The ability to maintain autonomy was carefully considered when the endorsement of the CAW was made. The CAW can guarantee that we will still run the daily operations of our local Union. We will still elect our leadership (Executive Members and Unions Stewards) from our Members. Our local Union will continue to administer its own finances, handle our grievances, bargain our Collective

Agreements and continue to work on behalf of our Membership in health and safety. We will still retain the discretion to hire our own staff and advisors as we need and we will still maintain our own office here on campus. What will improve substantially will be the amount of support by, and access to resources of, the CAW in education and training, bargaining, legal and research assistance as well as to a range of other services.

**(14) Who will negotiate on our behalf?** It will still be the Members who elect our own negotiating committees and who tell us what issues are most important to them. Our negotiating committees will be assisted in negotiations by the CAW and, in particular, we will have access to their researchers, pension and benefit experts, lawyers and their communications department.

**(15) Who will decide what we should bargain for in negotiations?** As is the current practice, MUSA Members will continue to decide what issues to address at the bargaining table through our negotiating committee as we know what issues are important to us and what needs to be addressed at the bargaining table. The CAW will provide research, guidance and assistance as required. It will still be our local Membership who will vote to ratify any negotiated contracts.

**(16) What about strikes?** Only we, the Members, can make that decision, and that decision can only be done through a democratic vote of the Membership. And we would not be asked to strike because another local Union is engaged in a work stoppage.

**(17) Does joining a larger Union mean that we are always going to strike during every contract negotiations?** In any given year, between 95% and 98% of all collective agreements are achieved without any kind of work stoppage. The CAW bargains and renews hundreds of collective agreements each year, each containing important improvements for its members, and without resorting to work stoppages. This past fall, the CAW and the big three automakers (GM, Ford and Chrysler) were able to reach fair and reasonable collective agreements despite our turbulent economy and without bankrupting the employers.

Joining a larger Union would enable MUSA to access resources, so that we could negotiate fair and reasonable

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## Frequently Asked Questions (continued from previous page)

collective agreements which continue to build upon each other. This momentum can be developed through access to the experts at the CAW, from research to the media, access to a substantial strike fund and through continuous education. When all of this is combined, a model of strike aversion is created. More importantly, all of this combined, ensures that both parties come to the bargaining table prepared to bargain in good faith.

**(18) What will MUSA do with our portion of the dues?** The local has full control of its own portion of the dues. MUSA will continue to focus on building and enhancing our knowledge base through increased access to training for our Members and elected officers. We would continue to train in health and safety, bargaining, pensions, WSIB, grievance handling, and other areas of vital knowledge that we have not been able to either fully access or afford. We will be able to hold more Membership meetings and increase our communications with each other.

**(19) What happens to our current Collective Agreements? Do we have to start all over?** No. MUSA would negotiate on a go forward basis. We have made progress with all of our collective agreements and must continue to build from there.

We will maintain our current collective agreements in their entirety, and that will be our starting point for the upcoming negotiations in 2006. The major difference will be the additional resources we will have access to, in the form of solid research and negotiating strategies and skills from the CAW.

**(20) In the event of a strike, do we need to deplete our resources first before accessing the CAW's strike fund?**

The monies that we have put into MUSA's defense fund over the last couple of years may need to be accessed depending on the Union we choose to represent us and this issue would need to be specifically addressed in any merger agreement. The CAW allows Unions that merge with them to retain their own assets, and in the event of a strike, we would immediately have access to their \$50 million-plus defense fund without having to first exhaust our own defense fund.

**(21) What about benefits paid during a strike?** Last time MUSA went on strike in 2001, our benefits were stopped as MUSA did not have the financial ability to pay for the continuation of benefits for our Members while we were on strike. The CAW dues cover benefits during a strike.



## President: Executive Report

Dear MUSA Members,

In a very short while, a vote will be conducted that will democratically determine which Union you want to join. This determination will end the final stage of the Direct Charter as we affiliate with a larger Union. Currently, MUSA is working with the Canadian Labour Congress (CLC) in determining what the voting process will entail. Once the vote arrangements have been finalized, they will be conveyed to you.

MUSA has worked well within the Direct Charter structure and overwhelmingly believes that the Direct Charter was successful as it allowed many of our Members the ability to be integrated into the labour movement. The Direct Charter enabled MUSA to negotiate three Collective Agreements during this time while the investigation process ran in parallel. The Direct Charter enabled MUSA to cultivate trade unionists and activists amongst our Members who will do much to further the causes that all workers face today and will be facing tomorrow. However, and most importantly, it provided us the chance not only to get to know, but also to better understand the intricate workings of, all the affiliates.

Our Affiliation Investigation Committee (AIC) has spent countless hours gathering information on these affiliates on behalf of the entire MUSA Membership over the past two years. The complete AIC findings are now available on the MUSA "Members Only" web page.

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## President: Executive Report (continued from previous page)

In the early part of September 2005, the CLC sponsored a package of union information from the interested affiliates that was mailed directly to Members' homes. The affiliates who participated and provided information for this package were: CAW, CUPE, OPSEU, OSSTF, PSAC and USW. Also included in this package was a letter that promoted a "Union Information" evening that enabled interested affiliates further direct and unrestricted access to the MUSA Membership.

This "Union Information" evening, held on October 17, 2005, was a success both for the MUSA Membership and the participating affiliates. The format of the evening allowed the affiliates to broadcast their particular message to all Members at once with formal presentations, but it also provided the affiliates the opportunity to speak directly and freely with our Members and to provide them with any additional information they wished. This conducive format also enabled our Members an opportunity to speak individually with the participating affiliates and ask any questions they had.

Thus, ends a two year plus "campaign" period for all of the interested affiliates

where they had equal and fair access to our Membership. All of the affiliates were provided with the same opportunity to get to know who we are, the difficulties we have overcome and the challenges still before us. Some of the affiliates took full advantage of this opportunity and focused in on gaining a better understanding of who we, MUSA, really are. Some of the others freely chose not to.

The time has now come for us to determine, together, our future direction. We need to look at how we can broaden and enhance, not only our knowledge base, but also ensure that we have in place the tools that we need as an organization to continue to overcome the challenges that we will face in the future.

We should all be very proud of what we have been able to accomplish in the short five years that we have been a trade union. There is so much more that awaits us, and so much more that we can do together - united and proud.

I thank all the Affiliation Investigation Committee Members for their hard work on behalf of our Membership. I thank all the elected leaders of MUSA, as well as

you, the Membership, for participating by attending meetings and sharing your comments, questions and concerns with the AIC.

I also wish to thank the affiliates for the opportunity they provided us over the past few years allowing us to get to know them better. Our future commitment to these affiliates is that we will continue to work with them, through our new home union, in advancing the interests of all workers.

On behalf of the MUSA Membership, I also wish to express appreciation to the CLC and the affiliates who supported our request for the Direct Charter and for the opportunity to have been a part of the Canadian House of Labour.

Much awaits us but we will need to make a united decision that will allow us to continue moving forward.

Please exercise your democratic right to vote.

In solidarity,

Mina Sarajcic  
President



## Thank You AIC

A heartfelt "Thank You" must go out to all the members of the Affiliation Investigation Committee for all of their dedication and hard work.

MUSA recognizes the hundreds of hours of volunteer time that the AIC has

invested to research the affiliates, survey both the affiliates and MUSA Members, listen to Members' concerns, compile results, evaluate outcomes, present findings, answer questions and make a final recommendation.

Kudos to AIC members Carmela Civitareale (Oct.'03-Dec.'03), Delia Hutchinson, Kerry Jay (Oct.'03-Aug.'05), Matt Root, Kim Sardella, Sharon Stray (Oct.'03-May '04), Karen Sutton and Janet Walsh! We thank you all for a job well done.



## Letters to the Editor

This has been a hot topic burning up the wires to the Editor's inbox. All of the emails were along the same lines, a few have been selected for publication in this special edition issue.

Dear Editor:

The MUSA membership voted at a Special General Meeting in January, 2003 to become a Direct Charter of the Canadian Labour Congress (CLC). This Direct Charter was granted to MUSA in March, 2003 for a 3 year period. Once we became a Direct Charter of the CLC, it meant that we were already beginning the process of merging with a larger union. It also meant that reverting back to an independent union was no longer an option. It's time for MUSA to move on with the process and vote for the union of our choice.

As stated, reverting back to independence is not an option. But even if it were, it would not be a good one. Let's look at MUSA's track record as an independent union. In 2001, we negotiated for almost a full year, mostly unsuccessfully, followed by a 5 week strike. We returned to work in April 2001, without a Collective Agreement. The resultant Collective Agreement coming in August 2001, our first, was not settled at the negotiating table, but was handed to us by an Arbitrator. It was not until we became a Direct Charter of the CLC that we were able to achieve our first, freely negotiated, Collective Agreement in June of 2003.

We should realize that bargaining with the University is only going to get harder and harder. In negotiations this year, the University put forth to MUFA (Faculty Association) a proposal that from this year forward, new hires would not receive any benefits upon retirement. MUFA would not concede on this point, but ended up

with only a one year agreement and will be back at the bargaining table next year. The strike last month by SEIU on-call casual custodians was a tough battle. While the workers gained full time hours in their settlement and were able to obtain no contracting out language, they did so at the cost of the introduction of a new job classification of "Cleaner" at a lower hourly rate than custodians and WITH NO BENEFITS. The University had tried initially to negotiate this with their other SEIU workers and was unsuccessful, so they used this opportunity to slip it in the backdoor. As can be seen by these examples, now more than ever, we need the strength of a large union, like the CAW, behind us and beside us at the bargaining table, in order to obtain the best possible collective agreement.

Currently, MUSA has a healthy defense fund. While this may be a comforting fact, if we were an independent union, it would not take very long at all to drain that fund. With our current membership, we could sustain a strike for possibly four weeks before running out of money. The University can do the math as well as we can. A defense fund is used for more than strike pay, so even without a strike, the University could force every grievance to arbitration and bankrupt us that way (which is exactly what the University of Guelph administration did to their staff association when they were an independent union). The CAW has a large, well maintained strike and defense fund that we would have access should the need arise.

During the strike of 2001, MUSA received a lot of support from larger unions. We borrowed significant sums of money from them during our strike, we relied on them to create our strike pay cheques and they supported us on the picket line.

If we were an independent union and went on another strike, we would not be able to count on this kind of support again.

Since we've been a Direct Charter of the CLC, MUSA has taken advantage of sampling what the various larger unions have to offer. Many of our members have attended educationals offered by these unions, several MUSA members have attended the CLC Winter and Summer Schools (the last CLC Summer School was held right on campus), four of our members have been trained as WHSC (Worker's Health & Safety Centre) Health & Safety Instructors, and the MUSA leadership (Executive and Rep Council) has received grievance training from two of the larger unions. We have also received some help with the JJESC process from a pay equity expert. This training, education and expertise have been priceless. If we were an independent union, we would have to pay for all of this ourselves, and we just could not afford to do it all.

Since joining the CLC, MUSA was granted 15 delegate seats on the Hamilton and District Labour Council (HDLC). Our delegates are able to attend and participate in the monthly meetings of the HDLC. The HDLC provides us with a link to the wider labour community and is a way for us to network with other unions and to let the other unions know what is going on in MUSA. This kind of networking opportunity would no longer be available to MUSA should we revert back to an independent union.

Larger unions offer so much more to their members: strength at the bargaining table, strength in numbers, educational opportunities for all members, economic and legal

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## Letters to the Editor (continued from previous page)

departments, financial stability, and networks to both the wider labour movement and the community as a whole. All of these opportunities only serve to empower our members and better equip them to face a management that will get tougher and tougher and demand more and more concessions over the next several years. It is time for MUSA to join a larger union and EQUALIZE THE PLAYING FIELD.

In Solidarity,

Karen Sutton  
Titles Bookstore  
AIC Member



Dear Editor:

Having attended a few of the AIC meetings over the summer, I have come to the conclusion that we as a Union must move forward and join a larger Union that will be able to stand up for what we believe in. And it is my whole-hearted belief that the CAW is just that union to join. Not just because they have large representation across Ontario, but because they care for their members.

I can think of ten reasons why MUSA should join the CAW: 1 - The number one reason for joining the CAW is what it can mean to our Members and their families. In Canada, unions are responsible for many of the things we now take for granted - paid vacations, benefits, pensions and more. The CAW is a union that builds on the past, protecting what has been won and helping to create an even better future;

2 - Democracy within the CAW is carefully protected. Union members vote for their leadership at all levels, vote for contract proposals, and vote to ratify agreements. Every member can run for office and fully participate in the local and national union;

3 - Fairness and dignity in the workplace, made enforceable by a negotiated legal contract. Respect is no longer dependent on the whim of a boss. With a CAW contract, there are no barriers created by favoritism or arbitrary actions of employers;

4 - Health and Safety protection, as well as research and representation in such areas as workers' compensation and occupational health and safety legislation;

5 - The experience and reliability of Canada's largest private sector. The CAW represents 250,000 working people like you in nearly every industry and job imaginable;

6 - Collective agreements that have always led the way by setting wage-and-benefit patterns for thousands of workers across Canada;

7 - A \$50-million Defense Fund to ensure that members of the CAW have resources to use, if they need them, to defend their rights. Over 97 percent of CAW contracts are settled without strike or lockout. In representing CAW member nurses, who do not have the right to strike, the CAW is still able to successfully negotiate contract agreements without disruption of health services;

8 - CAW professional staff work with local unions to negotiate contracts and assist members in dealings with employers;

9 - Education offered by the CAW is the best available to union members in Canada. The CAW Education Program gives union members the tools they need to build a better union, and to develop skills to deal with management; and

10 - You can have some control over your workplace, guaranteed in the contract you negotiate with your employer.

So lets go forward!

In Solidarity,

Steve Goertz  
Media & Printing Services  
Team 2 Rep



Dear Editor,

It is said that belonging to a Union is the only true way to win security, dignity, respect and fairness for ourselves in the workplace. This is so true!

I'm a rank and file Member of MUSA, but for the past 32 years I've also been a proud supporter of my husband who is employed by Ford Motor Company, and is represented by CAW, Local 707.

Recently, many MUSA Members have approached me and asked me the same question: "What has the CAW done for your husband and your family"?

My short response is that the CAW provides us with solid family security. The longer answer is to let them know that my husband is guaranteed job security and job seniority. Grievances are not ignored, they are discussed and handled expeditiously to a successful resolution. With each successful contract negotiated,

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## Letters to the Editor

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my husband continues to receive wage increases, strong benefits and pension. The CAW Executive has proven time and time again that in the past five contracts covering 15 years they always got the job done! They have the strength to influence governments, they have financial strength, they have their own CAW Legal team and many other resources.

The CAW has the expertise in knowing how to negotiate in today's economic environment, and they have the determination to keep pushing the envelope for their members and families to receive nothing but the best - this is called "Team Bargaining". For example, not too long ago, Ford was determined to permanently shut down the Oakville Truck Plant whereby hundreds of workers would have lost their jobs. But, with CAW's strong membership, determination and persistence in rallying with MPPs and Ford executives, the Ford Truck Plant was saved! The plant is now in the process of being retooled for the production of new vehicles in the very near future. Once again, this proves that CAW works with companies so that they don't close saving their Members' jobs.

So, here is my question back to MUSA Members: What do we deserve for our futures and for our families? We DESERVE to receive nothing but the BEST. We deserve to have a strong and powerful Union that will support our needs, and will negotiate job security, job seniority, wage increases, strong benefits and solid pensions. Who has proven that they can do this for us? The CAW!

Sincerely,

Lorraine Koutalos  
School of Graduate Studies




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Please deliver this copy of the *MUSA News* to:

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