



Fellow Union Members:

We are grateful for the chance to communicate with you on a matter of great importance to all Alberta workers.

As one of Canada's largest private sector unions, we at the United Food and Commercial Workers' Union (UFCW) Locals 401 & 1118 are excited to inform you of a bold campaign that we are launching involving the Christian Labour Association of Canada (CLAC) and Alberta Save-On Foods workers.

Just like your union, we believe in the principles of solidarity, collective action, and empowering workers to find a unifying voice, all of which are the best ways to ensure the protection and promotion of their rights.

We also share a common understanding of the importance of democracy within our unions and within Canada. Our unions participate with pro-worker organizations such as the Canadian Labour Congress (CLC), Canada Building Trade Unions (CBTU), and the Alberta Federation of Labour (AFL) to ensure that the rights of all workers are heard at all levels of government and beyond.

What is CLAC?

It is our view that CLAC is not a real union. Worse, they are an employer-friendly association that makes sleazy deals with the boss and undercuts the efforts of workers fighting for a better future.

Rather than organizing at the grassroots levels, CLAC has gained most of its membership through raiding real unions and making cozy deals with employers.

Save-On Foods in Alberta is a glaring example of CLAC's downward pressure on grocery workers' conditions at work, union and non-union alike.

Why is CLAC Opposed by Union Members?

- Employers love CLAC. And why wouldn't they? The stingiest boss loves CLAC for their cozy deals that protect employers from having to deal with real unions.
- CLAC has permitted employers to "lower the floor" of employment standards for all workers. This is what we call the 'CLAC Effect,' where so-called "agreements" below the minimum employment standards have a negative impact on all workers.
- CLAC won't call back. CLAC is notorious for not enforcing whatever rights are left for the average worker under their so-called agreements.
- CLAC wants to keep workers down. They do not support pro-worker organizations such as the CLC, CBTU, and AFL and oppose worker empowerment by consistently undermining efforts to improve legislation around workplace issues such as laws regulating the use of scabs (replacement workers) and minimum wage laws.

- CLAC is not democratic: Their leadership is not entirely elected by the membership, and their unelected staff have more power and voting privileges than the members themselves.
- CLAC's "collective agreements" are extremely vague – vague enough to allow the boss to run wild with their own interpretations of the contract.

CLAC and Save-On Foods in Alberta

In Alberta, workers at Save-On Foods have been living with CLAC for far too long. We've gotten out there and heard them. Save-On workers have had enough of CLAC's cushy deals with their Employer, and they want a real union.

We agree. Save-On workers deserve more than sleazy backroom deals with the boss and employer dominated negotiations.

Now is the time for change at Save-On Foods

We are the grocery workers' union, and we are offering Save-On workers the chance to unite with the diversity, strength, and solidarity offered by our 250,000 members in Canada and 1.3 million members working across North America.

With UFCW, Save-On Foods workers will gain a true voice at work and the unwavering support, compassion, and dedication of a real union, one that works for them.

We need your help

As a union member, you know that solidarity is the central force of our movement. We are asking our sisters and brothers to help us lift up the conditions of all grocery workers by ridding us all of the CLAC effect.

Here's what you can do:

-Go shopping at Save-On Foods. Find a worker. Say this:

"I belong to {name of your union i.e CUPE} and believe that you could do better than CLAC, you should join a real union like UFCW 401"

Pass along the 1-877-GoUnion telephone number, have them email joinus@877gounion.ca, or connect them with a UFCW Organizer.

- Connect with any Save-On Foods workers you may know, especially your close friends and family. See what they have to say and get them involved in the effort.

-Help us through social media by posting supportive comments on our Facebook (facebook.com/ufcw401) and Twitter [#arealunion](https://twitter.com/arealunion).

With your help and support, the workers of Save-On will be able to rid themselves of CLAC.

In solidarity,

UFCW Locals 401 & 1118

1-877-GoUnion

joinus@877gounion.ca

www.getarealunion.ca

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