

OPEN LETTER TO ALL GARDA EMPLOYEES

July 19, 2011

Greetings,

As many of you are aware, a vote was recently held to elect your CAWU Executive as per your union's constitution and the decision of the Ontario Court. Clearly, there was a struggle to hold the vote, to which the CAW launched a successful civil action suit to make it happen. A vote was conducted in a fair manner and we will respect the democratic wishes of the Screeners.

Four years ago, we were approached by a group of Screeners seeking help in their quest for a union that would provide them with real representation, stronger collective bargaining and a democratic structure. The CAW under then President, Buzz Hargrove, agreed to help and our new President, Ken Lewenza, has continued that commitment; we have been unequivocal in that support from the beginning.

During the original campaign, many of you were told that the final objective was to join the CAW. Correctly, you saw the CAW as the leader it was in the labour movement. Despite what some with self serving motives might now say, the CAW's track record and reputation is second to none. There is a reason why more Canadians join the CAW than any other union and that is a fact that cannot be challenged.

Throughout the last 4 year period, there have been many other unions/groups trying to get your support. It is unfortunate to see how some of them have conducted themselves. Some have not been very truthful to you or to us and their motives have not been what is in your best interest but rather in theirs. That is why the CAW is not associated with these individuals -- we will not let self interest and personal agendas get in the way of what is right and what is in the best interest of all of you.

It is our understanding that another one of these "newcomers" is now trying to obtain your support and in fact, are doing so right after the vote in spite of what you might have been told. We don't think that proceeding in this manner is the right thing to do nor is it in your best interest to have even more disruptions - especially right after a vote in which they fully participated in and lost.

In addition to Transport Canada's review of its security policies and its implications, you have a very important set of bargaining coming up and you need to come together and work as a collective group, remain focused on the issues and deal with the important task at hand. More

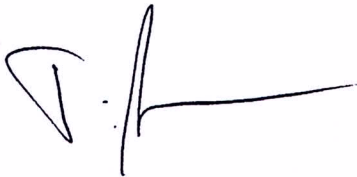
disruptions simply help the employer and will work against all of you but, not surprisingly, some don't get that.

The CAW remains committed to all members of the CAWU. There is a process if the membership still wishes to merge with our union and we certainly hope, if that is your wish, you urge your new Executive to do so. That was our collective initial goal and we remain committed to it. We see no purpose in undermining an Executive that the majority voted for, but will work with them if that is the wish of the membership of the CAWU.

We are thankful to all of you for your support and want to reassure you that if called upon, the CAW will continue to be there for Garda Screeners as they struggle for strong, democratic representation and better working conditions in the future.

If you have any questions or concerns, please do not hesitate to contact us directly.

In solidarity,

A handwritten signature in black ink, appearing to read 'John Aman', with a long horizontal stroke extending to the right.

JOHN AMAN
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CAW–Canada

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