

MUSACAW: STRONGER TOGETHER

and the

CAW TCA
CANADA
www.caw.ca



Dear MUSA Member;

It's a great honour for me to invite you to become a member of the Canadian Auto Workers.

You have a fine, independent organization. You have courageous, principled leaders. MUSA has already shown itself to be determined and capable of standing up for the rights of all your members – in becoming certified as a union, in your 2001 work stoppage, and in the subsequent improvements you have bargained in compensation and working conditions at McMaster University.

But times are changing at Canada's universities. With the corporatization of higher education, university administrations are more aggressive than ever in cutting labour costs and micro-managing the workplace. As they make the rounds of boardrooms and business clubs, begging for corporate donations, administrators are increasingly removed from the people who really make a university run. People like the members of MUSA.

There are numerous recent examples of how administrators will stop at nothing in their efforts to squeeze labour costs and destroy university unions. Examples like McMaster's blatant attack on its custodial bargaining unit, exposing their jobs to outsourcing.

Your history and your leadership will serve you well as you prepare yourselves to face this challenge – starting with your 2006 bargaining. But no independent union can win that struggle all by itself.

That's why your elected leadership are recommending that MUSA affiliate with a larger union, like the CAW. We have resources that can help MUSA defend its gains, and win new ones – despite the increasingly challenging collective bargaining climate on campus. No other union can match our public profile, our influence with governments, our financial strength, or the quality of our legal, research, and educational resources.

Most of all, no other union can match our determination and ability to keep pushing the envelope for our members, their families, and their communities. And with every campaign or project we take on, win or lose, our union is always stronger, thanks to the active involvement and democratic control of our members. That's what the labour movement was built on. And that spirit lives in the CAW.

We encourage you to look carefully at the alternatives. You won't find a more democratic, Canadian and effective organization to join, than the CAW. We know MUSA will add a lot to the strength and breadth of our union. And in turn, the CAW's power to do great things with and for its members, will benefit MUSA members.

In solidarity,

A handwritten signature in black ink that reads "Buzz Hargrove". The signature is written in a cursive, slightly slanted style.

Buzz Hargrove, National President

We Are the CAW

The CAW is Canada's most influential trade union. We represent more than 265,000 members, working in at least 16 different economic sectors, in every province and territory.

We were founded as an independent Canadian union in 1985, when our members voted to break away from a U.S. parent union that was increasingly distant from the realities of Canadian conditions. And since then, we haven't looked back.

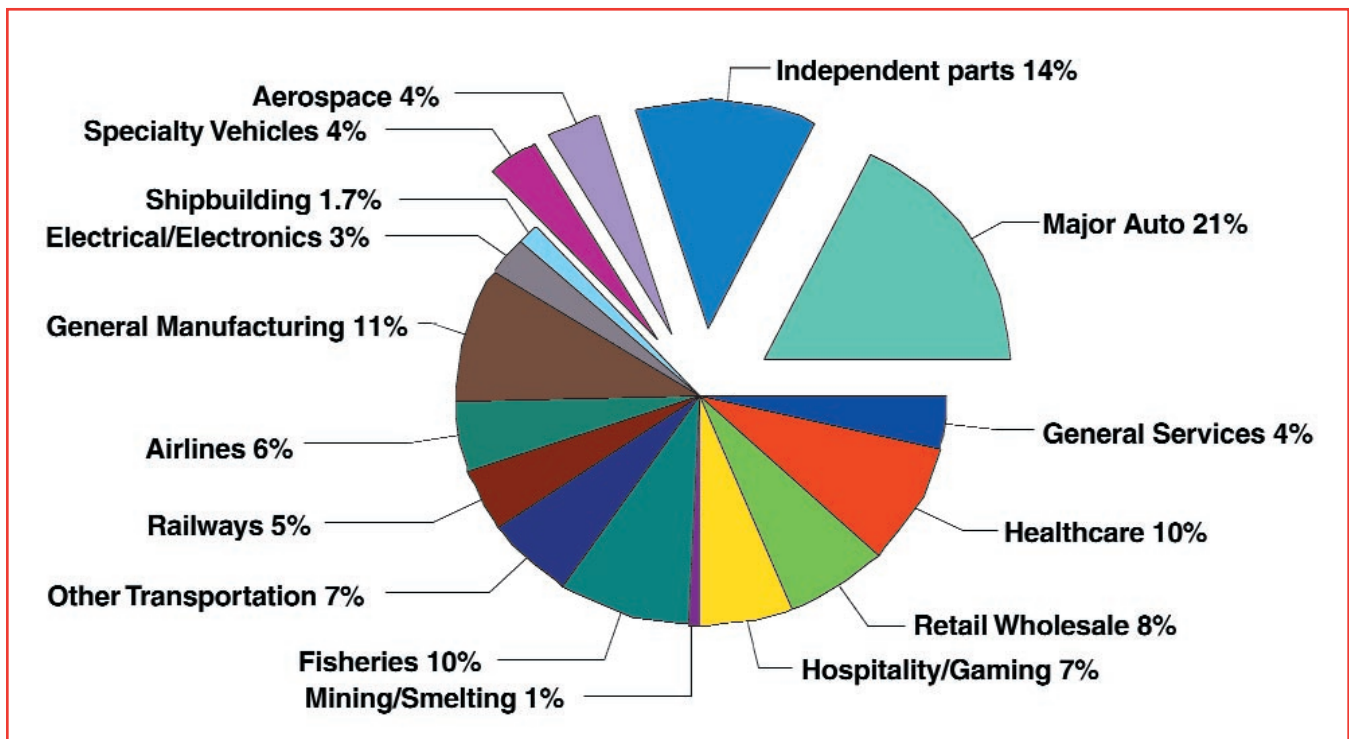
Our membership has doubled since 1985 – thanks to our ambitious organizing campaigns, and to mergers with 35 independent Canadian unions who wanted to become stronger and more effective (just like MUSA).

Only about one-third of our members now work in the auto assembly and parts industries – although our base in those high-wage sectors gives the CAW valuable financial and political strength that benefits all our members. Other sectors where our members work include:

- Aerospace
- Electrical/Electronics
- General Manufacturing
- Health Care
- Hospitality Services
- Public Services
- Resources and Mining
- Retail & Wholesale
- Transportation (Airlines, Railways, Trucking)

Professional and technical workers make up a large and growing segment of the CAW's membership. We have always represented high-skill workers in manufacturing sectors – including technical trades, engineers, and office workers. We now represent a growing range of other high-skill jobs – from air traffic controllers to health care technicians, from journalists to computer programmers. Our skilled and technical members have complete freedom within the CAW to pursue their unique bargaining and policy priorities.

Whatever their sector, our members embrace the CAW's commitment to democracy and activism. For example, beginning in 2000, over 20,000



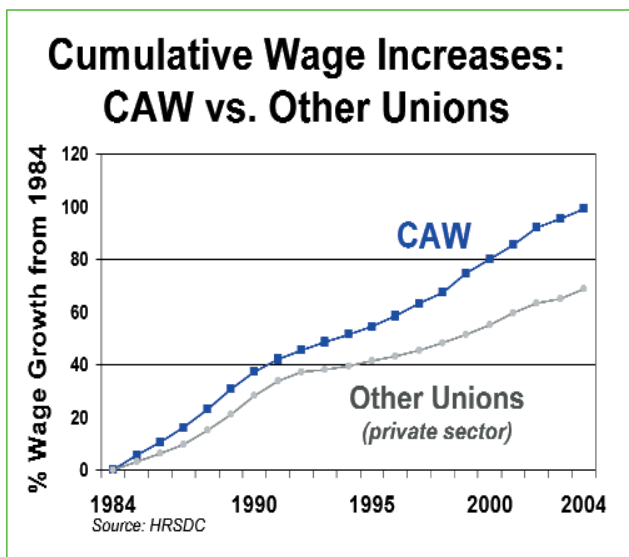
health care workers in Ontario decided to leave an American union and join the CAW. Even though the CAW did not traditionally have a major presence in health care, these members seized on the energy and resources of our union, and totally transformed their local union culture and their collective bargaining – with great results.

In other words, it doesn't matter whether you work on an assembly line, or in a university laboratory. Joining the CAW is a great way for workers to create a better future for themselves, their families and the entire community.

The CAW: What Makes Us Strong?

The CAW has a well-deserved reputation for getting the job done. The wage increases that our local unions have negotiated consistently exceed wage increases earned by other unions (see graph).

Talented, high-profile leadership helps. So does our financial strength – starting with our \$55 million strike defense fund. The skill and dedication of our servicing staff, researchers, health and safety, and legal experts is unmatched.



But the most important source of the CAW's success is our emphasis on participatory democracy. Without the informed, active support of our rank-and-file members, we could never achieve the gains we have won over the years. And our democratic structure is crucial to that. Our members elect their local leaders. They elect their bargaining committees. They identify their main priorities. They ratify their contracts. And they elect delegates who help to determine the direction of the total union.

To find out more about the open and democratic way the CAW works, have a look at our constitution, which is on our web page for everyone to see: www.caw.ca/whowere/CAWconstitution/CAWconstitution_index.asp

Our CAW Council is a unique institution in the Canadian labour movement: three times a year, 1000 delegates from across the country meet to hear reports on the union's activity, debate policy statements, and plan campaigns. It's like the CAW's "Parliament."

The CAW Public Review Board is another unique feature of our democracy. Its members – highly-regarded independent Canadians, chaired by Alan Borovoy of the Canadian Civil Liberties Association – resolve disputes and ensure that our members' concerns are always heard.

A commitment to complete transparency and accountability in our decision-making and financial affairs ensures an honest and open union. Our locals have complete control over their local affairs (including all staffing and financial decisions), bargaining priorities, and political or organizing campaigns. Locals can even leave the CAW, with no interference from the national union, if their members democratically decide to do so.

When members truly “own” their union, when the union and its leaders are accountable to them, then the union will be most in touch with its members’ concerns and hopes. The members will support the union. And the union will be effective.

It’s that simple.

■ The CAW in Universities

The CAW already represents office, technical, and custodial staff at several Canadian universities – including the University of Manitoba, St. Francis Xavier, the University of Windsor, the University of Toronto, Lakehead University and the University of Sudbury.

University workers have found it very beneficial to belong to a union with broader resources, experience, and connections. For example, when university administrators recently tried to outsource the jobs of most of our members at Lakehead University, the CAW brought every resource and influence we could to the table. Local politicians and business leaders felt the political heat; prominent speakers cancelled their appearances at the university; and a company supplying replacement workers to the campus (based in Winnipeg) was faced with direct resistance from CAW members in



that city. The university backed down, and our members have their jobs – and a 6 per cent wage increase, as well. That’s the sort of influence and power that university workers will need to rely on, as administration gets more aggressive at cutting jobs, increasing workloads, and hiring contract workers. Without a union that stood up to the challenge and mobilized incredible solidarity, that struggle could not have been won.

We are building a “critical mass” in the university sector that will allow the CAW to bring its bargaining experience, political influence, and organizing ability to this growing segment of the workforce. With your experience and your strong leadership, MUSA will add considerably to this critical mass – and at the same time, MUSA will benefit from the solidarity and resources of our total union.

The CAW will establish a new university council within our union (like the other sector councils that coordinate our activities in the auto, health care, aerospace, hospitality, retail-wholesale, and office and technical sectors). And we will work with MUSA to launch ambitious organizing efforts to bring other university workers the benefits of CAW representation.

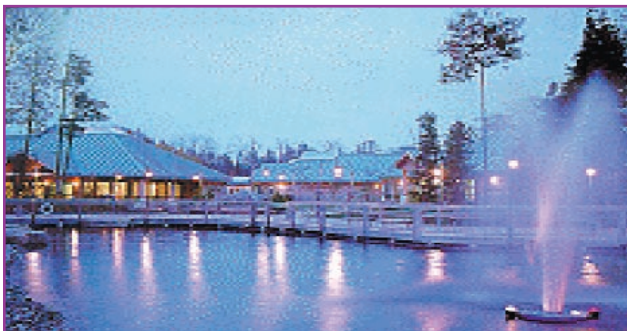
Education: Investing in Our Members

An informed, involved membership is the CAW's greatest asset. And our union puts top priority on negotiating and funding an unmatched range of union-run education programs.

We pioneered the concept of Paid Education Leave (PEL), where employers fund programs which take CAW members off the job for multi-week, union-run training courses.

Many of these PEL courses take place at our unique Port Elgin residential facility, located three hours north of Hamilton on the shores of Lake Huron. You can even take a virtual tour of the centre: www.caw.ca/educationcentre/tour/index.asp

In high-tech classrooms and beautiful living accommodations, rank-and-file CAW members participate in specialized courses about collective bargaining, labour history, women's issues, health and safety, and other topics. A top-notch daycare centre, library and computer resources, and recreation facilities all add to the experience at Port Elgin.



CAW Family Education Centre, Port Elgin

The CAW also sponsors many other education programs, including regional and customized local schools, and a summer family education program. We have even developed a unique labour-oriented credit program at McMaster: the CAW-McMaster Labour Studies Certificate. Visit this site for details: socserv.socsci.mcmaster.ca/labourstudies/caw-mac/index.html



A Canadian Union

Canada has its own unique economic and political conditions. And our labour movement must be completely in touch with those conditions, if we are to continue to advance the goals of working people.

CAW members learned the hard way back in the 1980s that Canadian workers need a Canadian union. The U.S.-based leaders of the international UAW did not understand or respect the priorities and concerns of their Canadian membership. Their control of our finances, and their resistance to Canadian bargaining and political strategies, undermined our ability to bargain, organize, and grow in Canada. And the U.S. labour movement's inability to modernize and democratize itself helps explain why U.S. unions are shrinking – but the CAW is growing.

We work in full solidarity with working people and their unions in other countries, toward our shared goals. But we also know that Canadian workers must be masters in our own house.

Fighting for Equality and Diversity

In these challenging times, unions need the active support of all their members to succeed – including women, workers of colour, workers with disabilities, and the LGBT community. The CAW has put great emphasis on ensuring that all our

members feel welcome and safe within the union. We sponsor a wide range of special caucuses, conferences, and educational programs to develop local leadership from equality-seeking groups, and make sure that the fight for equality is central to our political and bargaining programmes. Over one third of our members are women.

We also integrate the fight for equality into our collective bargaining efforts. We have negotiated a wide range of pioneering equality initiatives in workplaces in all sectors of the union – from subsidized child care programs, to anti-harassment protection and training programs, to benefits for same-sex couples. And we’ve put top priority on bargaining cutting-edge pay equity and job evaluation programs. For example, the CAW recently won a precedent-setting \$1 million pay equity award for its members working at an Ontario hospital.



CAW dues breakdown

The CAW: A Social Union

At the CAW, we know that we can't solve all our economic and social problems at the bargaining table alone. The labour movement must be a key partner in broader efforts to promote a better, more equal society. No union brings more profile and



CAW-sponsored water well, Mozambique.

influence to those broader issues than the CAW.

The CAW's Social Justice Fund collects funds negotiated from employers to support charitable and development programs both at home and around the world. CAW leaders are high-profile advocates in the Canadian political arena for protecting public health, improving child care, alleviating poverty, and supporting our key industries.

MUSA Members: Taking the Next Step

MUSA has accomplished so much for its members. But to stand up to the administration, and win the best gains possible for your members, it's time to join forces with a larger union. An effective, democratic, Canadian union. The CAW is that union.

Check us out at www.caw.ca. Compare our resources, our profile, our record, and our democratic structures. Then you'll know.

MUSA and the CAW: stronger together.