



UNITED STEELWORKERS WELCOMES YOU

We are writing you to announce some exciting news about your working future and to welcome you to United Steelworkers! The United Steelworkers (USW) represents over 12,000 security guards across Ontario. USW has a proud history in the security sector and we have been standing up for the rights of security guards for over 25 years.

As an employee working in the Garda World Mobile division, you will now be represented by the United Steelworkers Local 5296 or Local 9597 and that makes you a member of this great union.

Effective February 1, 2019, all Mobile Patrol, Special Projects Teams and Delta guards, who are eligible, shall become unionized under the United Steelworkers. This change comes about as a result of a grievance that was filed regarding the Scope of the Collective Agreement and recognition of bargaining rights, by your employer GardaWorld, at our recent collective bargaining.

Some of the benefits you will be entitled to as a union member include:

- Protection from unfair discharge or discipline by operation of the grievance procedure in the USW-GardaWorld Collective Agreement;
- Your seniority rights (your length of service) will be recognized by GardaWorld and must be considered to protect your rights to be able to apply for new positions or in the event of layoff;
- Overtime, sick pay, licence reimbursement, bereavement pay and vacation entitlement will be guaranteed by the Collective Agreement;
- You will be eligible for benefits from the Steelworkers Benefit Plan including, prescription drugs, dental coverage and pension.

Please take time to read the benefit booklet included in this package to help you understand the eligibility process for the Steelworkers Benefit Plan. You must complete and submit the enrollment card to be eligible for the benefits. When you become eligible for dental coverage, please contact any of the Steelworkers' dental offices listed in the dental pamphlet included in this package. The pamphlet details all the dental services available to you.

Your Local Union holds regular meetings on the third Tuesday of every month. Local meetings give you the opportunity to discuss issues affecting your working life. You are invited to attend these important meetings.

If you have any questions, comments or suggestions, please contact your Local Union Office @905-629-3892 for further details

In Solidarity,

Julia Rodriguez
President USW
Local 5296