



## Legislative Threats to Collective Bargaining

### Who is posing these threats?

Over the last year, Ontario Liberals and Conservatives, as well as Harper federal Conservatives, have each proposed, and in some cases passed laws to weaken the ability of unions to bargain on behalf of members like you and to protect your jobs against funding cuts and privatization.

### What bills have they introduced or threatened to introduce?

The Ontario Liberals used Bill 115 to remove the right to free collective bargaining for over 200,000 workers in Ontario schools. They released a draft bill to take away the right to collective bargaining from a further 500,000 workers in the Broader Public Sector (BPS). Now they are threatening new legislation that will damage Ontario's successful interest arbitration system that will hurt tens of thousands of CUPE members who do not have the legal right to strike.

### How are they threatening us?

Tim Hudak's Ontario Conservatives hope to legislate away the legal ability of all unions to effectively bargain on behalf of workers in Ontario and to weaken them by outlawing workplace dues collection. The PC's proposed interest arbitration law will be even more damaging than what we've seen from the Liberals, and they want to let employers opt out of WSIB coverage.

### Who doesn't want us to advocate for our members and working people?

Stephen Harper's Conservatives in Ottawa have already passed the first in a series of Bills designed to end the legal ability of unions to spend money to advocate on issues of public concern to their members like defending health care, increasing the CPP, protecting collective bargaining rights and participating in democratic elections. Even a Conservative Senator, Hugh Segal, has called this an attack on our basic "freedoms and democratic rights."

### What is the impact?

None of these laws reflect majority public opinion in Ontario and they will do nothing to create jobs or help our struggling economic recovery.

What these laws will do, if they ever come to pass, is make it easier for employers to drive down the wages and benefits of all workers, union and non-union alike.



### **What can you do?**

As CUPE members, all of us can help make sure this doesn't happen. We can protect our legal right to belong to a union able to effectively represent us and bargain on our behalf - IF we speak out, now about how these anti-democratic attacks on our legal democratic rights are wrong and will hurt everyone in Ontario.

Don't stand on the sidelines while your colleagues work for you. Protect your rights by getting involved in your union.

**The first step is to sign your CUPE pledge card.**