

**HOW ARE
YOU BEING
TREATED
AT WORK?**

**Want to be consulted
on important issues?**

**Are there things
you'd like to change?**

What's in it for me?

**Is this as good as it
gets?**



THEN YOU'VE GOT TO WORK TO CHANGE THINGS

**CMAW is the New Union in
Construction. We can help you
take a direct hand in some of the
issues that aren't going well at the
construction site. Check us out.
www.CMAW.ca**

WITH CMAW

- ◆ You can make sure everyone is treated fairly on the job. No favourites.
- ◆ You can make changes in how things run by negotiating with your employer.
- ◆ You can negotiate your rates of pay, benefits and working conditions.

- ◆ You can be consulted when important workplace issues arise. You have a voice.
- ◆ You and all your co-workers can be in the same union or not – no inter-union hassles.
- ◆ You can ensure that the workers on your job speak to management with one strong voice.

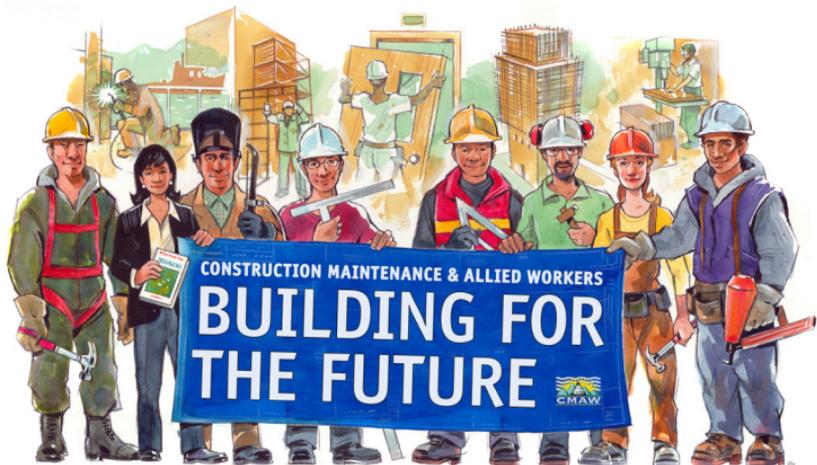
CMAW— THE NEW UNION IN CONSTRUCTION

CMAW used to be the BC Carpenters Union, but we've made two big changes. First, we cut our ties with our international union based in Washington, DC. No more dues money going south. We are now an independent Canadian union which helps members address the top priorities in their lives. Steady work. Good pay. Benefits, holidays, health plan, pension. Your union

brings all of these good things to you.

And second, we are now a multi-trade union, which means we can represent all the trades working on the job site in one union. One big reason why your employer is against the building trades is that he doesn't need 17 different building trades unions representing his workforce. The headaches and hassle

are immense and costly. With an all-employee industrial-style agreement under CMAW, there's just one collective agreement that covers everyone. Simple, and fair.



THE UNION IS YOU

The workers on your job site are the union. CMAW can provide the leadership, experience and technical know-how to help you run your own show on this job site. Help with negotiations. Help with grievances. Help with WCB claims. Advisor to your workplace committee, which will speak for you with management when there is a problem or an issue.

WITH CMAW AS YOUR UNION YOU CAN COUNT ON:

- One contract, one set of rules which apply to everyone on the job.
- The best wages, benefits and working conditions in the BC construction industry.
- A pension which will secure your future in retirement.
- Medical and other benefits plans covering you and your family
- One grievance procedure, for when things go against you.

- No expensive initiation fees to join the union.
- One set of job stewards, backed up by business agents from the union.
- Help with apprenticeships and training to upgrade your skills and earnings
- A common schedule of wages, benefits and working conditions, with different wage rates for workers with different qualifications and skills.
- A dispatch system to send you to another job when this project is finished.

...and much more.

**Join CMAW, the New Union in
Construction.**

You'll never look back.

Call CMAW today: 604-437-0471

or check your local directory under
CMAW or Construction Maintenance
& Allied Workers Union for the union
office nearest you.

For other questions about joining a
union check out
the following website:
www.CMAW.ca