

Shaw will not be happy about it's employees trying to join a Union. You can guarantee they will try to stop it. Just remember it is strength in numbers and it is ultimately the Employee's freedom of choice. You have our guarantee that if you follow the rules as stated this will all be anonymous and the Company will not see who is actually interested in forming the Union in the workplace. Below is the excerpt from the Federal Regulations that addresses Employee protection during a Union Organizing Drive.

Employee freedoms

8. (1) Every employee is free to join the trade union of their choice and to participate in its lawful activities.

Terms or conditions of employment not to be changed

(4) Where an application by a trade union for certification as the bargaining agent for a unit is made in accordance with this section, no employer of employees in the unit shall, after notification that the application has been made, alter the rates of pay, any other term or condition of employment or any right or privilege of such employees until

- (a) the application has been withdrawn by the trade union or dismissed by the Board, or
- (b) thirty days have elapsed after the day on which the Board certifies the trade union as the bargaining agent for the unit,

except pursuant to a collective agreement or with the consent of the Board