

# Pride in our Union

# Out in the world

You have the  
right to organize  
and belong to a  
union.

Belonging to a union means that if your rights are violated, you can use the collective power of the union to challenge our employer. It means that you have a grievance procedure to remedy the situation. It means that your rights are spelled out in our collective agreement and that you have union representation. It means you don't wait for four or six or ten years for a decision from the Human Rights Commission. It means you're not alone.

Unions push for change in society. We have made major breakthroughs on issues facing lesbian, gay, bisexual and transgender workers. Unions - the people who brought us the weekend - also brought us same sex benefits and pensions, and recognition of our realities and our families.

The CAW is  
committed to Pride.

Since 1985, CAW local unions leaders have been taking an oath of office that includes a no-discrimination pledge (which lists sexual orientation as a prohibited ground).

- Our union bargained hard with employers for same sex benefits and pension coverage – long before it became the law.
- We've negotiated on behalf of our LGBT union members who work in auto, airlines, retail, hotel, aerospace, and telecommunications.
- We have negotiated some of the strongest anti-harassment language and some of the best policies and procedures for dealing with harassment.
- We hold bi-annual national and regional CAW Working with Pride Conferences.
- We have LGBT caucuses in major centres across the country.

We're proud to represent our LGBT members and we're proud to work in solidarity with the greater LGBT community.

## Know your workplace rights.

You have the right to work in a harassment-free workplace.

In fact, our employer has a legal obligation to ensure the workplace is free of harassment. Harassment includes unwanted verbal or physical contact. It can include jokes, innuendos, demeaning or degrading comments, graffiti, violence or threat of violence. Being "outed" could be considered a form of harassment.

You have the right to same benefit levels as other workers in our workplace. For example, if their partners and children have employer-paid dental coverage, so should yours. This is the law.

You have the same rights to bereavement leave, parental/adoption leave, and personal leave days as other workers in your workplace.

You cannot be discriminated against in hiring or promotions because of your sexual orientation, disability, race, or sex. This includes transgender workers.

You cannot be fired for being a lesbian, gay, bisexual, or transgender (LGBT)

For more information email [pride@caw111.com](mailto:pride@caw111.com) or visit [www.caw.ca/pride](http://www.caw.ca/pride)

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