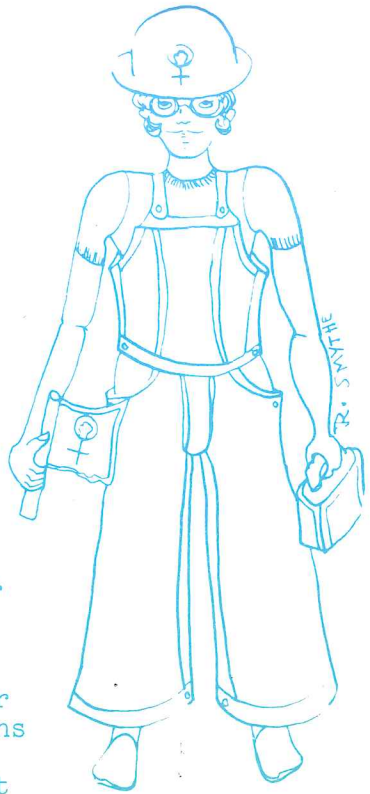


# BUT WON'T WE HAVE TO PUNCH A TIMECLOCK ?

As office workers, we tend to think that unions are for other people - factory workers, construction workers, generally men, with quite different working conditions than we have.

In fact, where office workers have unionized, their union contracts not only improve their wages, but also improve relations between employees and make working conditions more pleasant and relaxed.



## IF YOU UNIONIZE ...

- \* Each employee knows she is paid according to the work she does. No longer does one employee look suspiciously at another wondering who gets paid more and why.
- \* Each employee knows she can't be fired without just cause, and would have a chance to defend herself through the grievance procedure. This makes everyone more relaxed.
- \* The employees together negotiate for wages, at a set time every year or so. It's not just the person who demands a raise who gets it. This removes a major source of tension from the office. We don't have to wonder "would this be a good time to ask for a raise?" And the boss doesn't have to deal with the question of raises all year long.

\* A union contract can make conditions more flexible. Unionized clerical workers have won contracts that provide for employees in each department deciding their own work week. Everyone works the same hours (i.e., 70 hours every two weeks) but the scheduling of those hours is up to the employees.

By giving us a voice in determining our wages and working conditions, a voice in making the rules, unionizing gives us more respect for ourselves and our work and more respect for our workmates.



THE SERVICE, OFFICE & RETAIL WORKERS UNION OF CANADA (SORWUC) is an independent union, formed by working women in Vancouver in the belief that we can and must organize ourselves. If you would like further information, call us at 684-2834 or 681-2811 or fill in the form below and send it to SORWUC at #1114-207 West Hastings Street, Vancouver, B.C.

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I would like more information about SORWUC.

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Phone \_\_\_\_\_

Workplace \_\_\_\_\_

(all replies in strictest confidence)