



Workers at Ivanhoé Cambridge Properties Speak Up!

Janitors at Guildford Mall unionized with SEIU Local 2 in December 2019. Like Metrotown Mall & Towers, Guildford Mall is also owned and managed by Ivanhoé Cambridge. Guildford janitors have a solidarity message to Metrotown workers that are currently fighting to win a union and job protections at work!



"I have experienced first-hand the power of the union. Now that we are union members we are protected. If Ivanhoé Cambridge decided to change the contract and bring a new company, all of our jobs, seniority, and working conditions are guaranteed because we are unionized."

- Enrique Rosellon, Cleaner at Guildford Mall

"The trade union movement represents the organized economic power of the workers... it is in reality the most potent and most direct empowerment and protection the worker can establish."

- Lorie Lyn Labayan Pillos, Cleaner at Guildford Mall



"We chose to unionize at Ivanhoé Cambridge Guildford Mall in 2019. We work hard, and we know that we deserve higher pay and better health benefits. We won those pay increases and they are protected for us in our legally binding Union Contract."

- Edison B. Sadian, Cleaner at Guildford Mall



As the union organizing drive gains momentum, the boss begins to campaign against workers efforts to unionize by spreading false rumours, starting whisper campaigns, and by running one-on-one and group meetings.

<i>What the Boss May Say</i>	<i>Reality for Unionized Dexterra Workers</i>
You will have to pay big initiation fees to join the union	There are no initiation fees for any SEIU janitorial members.
Union dues cost you a lot of money	Union dues are 2% of your gross wages (20 cents for every \$10 you make). Dues are also tax deductible.
The new company will re-hire you if the contract at Metrotown changes	There is no guarantee the new contractor will hire you with the same terms and conditions and if you do get re-hired, it will be as a probationary employee. With a union, workers are protected under the new successorship law and a new contractor must re-hire all the previous workers respecting both your seniority and union contract.
You won't get a pay increase if you join the union	Over the last 12 months, over 1,000 janitors unionized with SEIU across British Columbia won guaranteed yearly wage increases and pay premiums (such as graveyard shift premiums). Dexterra workers can do the same!
A union cannot guarantee your jobs	With a union, workers are not only protected from contract changes but also have protection against unjust disciplines and terminations.
The Property Manager doesn't want a union	Thousands of janitors at Ivanhoé Cambridge sites across Canada have already won a union. It's the workers who get to choose whether you want a union, not the property manager or company you work for.

When we stick together, we are strong enough to overcome any campaign from the boss!

For more information visit the website or call an organizer!

JusticeforJanitors.ca/Campaigns/Dexterra-Union/

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