

WE'RE FOODSTERS WE'RE UNITED

VOTE YES

There are several notorious tricks that employers use to discourage union drives:

TRICK ONE: NEW RULES

Foodora is telling some of us that if we gain dependent contractor status, we won't have the freedom to work for other apps too. It's a lie.

TRUTH: A dependent contractor is someone for whom certain working conditions like scheduling and other rules are determined by the employer – as is the case with Foodora. Dependent contractors still have the right to have more than one employer or client. Having a union doesn't change that.

TRICK TWO: DUES BLUES!

Foodora is trying to scare us by saying that the joining the union will cost hundreds of dollars a year.

TRUTH: You would think that if Foodora really cared about how much money was in your pocket, that they would have raised your pay in the last 3 years! The truth is, the improvements in pay, benefits, and fair treatment you gain from a union are FAR GREATER than the cost in dues. WE ARE THE UNION and, because it's ours, it's an investment in ourselves. REMEMBER: You don't pay dues until we win our first contract. And any contract has to be approved by a vote of all of the workers!

TRICK THREE: NO MORE FLEXIBILITY

Foodora is telling us that when we negotiate a contract, we will lose the flexibility and independence that we currently have. They may say that we are bargaining from scratch.

TRUTH: Couriers choose the demands we put in front of the company. We decide what to ask for in our contract, and then we vote on it before it comes into effect.

When we negotiate a first contract, we start with the pay and rights you have now and build on them. It is illegal for Foodora to change your present wages and working conditions in response to your efforts to unionize.

TRICK FOUR: NO CONTRACT!

Foodora may tell you that they won't sign a contract even if you vote for the union.

TRUTH: Foodora is legally required to negotiate with your union.

Every company talks tough before workers organize, but the truth is, it's in Foodora's interest to keep its workers satisfied and the business running. We want the company to succeed - it's our jobs! Why would Foodora threaten the people (couriers) who make its business a success?

TRICK FIVE: CUT AND RUN

Foodora may say that they would leave Toronto because of the Union – to make you fear you would lose your job if you vote Yes.

TRUTH: It is ILLEGAL for Foodora to shut down operations because of a Union certification – or even threaten to. If the Labour Board finds that company representatives made these kinds of threats, it can decide to AUTOMATICALLY certify your union.

TRICK SIX: STRIKE TALK

Foodora management may tell you that the Union will force you out on a strike you don't want.

TRUTH: If Foodora threatens that the Union will force you out on strike, they are breaking the law. The Union doesn't force anyone out on strike. Making a decision to go on strike is serious, and can only happen if you and your co-workers vote for it. The vast majority of CUPW contracts are settled without strikes

TRICK SEVEN: PROMISES, PROMISES

Foodora may offer special treatment or favours for turning against the Union.

TRUTH: Special treatment always ends on election day. Many workers who are tricked by the company find themselves treated just as poorly as before!

TRICK EIGHT: ANTI-UNION COMMITTEE

Before the Union election, a so-called "Vote No Committee" may suddenly appear.

The Anti-Union Committee – sometimes made up of employer favourites, friends and family – will do Foodora's dirty work. They may pass out literature filled with Foodora's lies about the Union, or they may spread rumours and insult co-workers who support the Union.

TRUTH: Foodora knows that if you and your co-workers are united, you can stand up and win your rights. The aim of the Anti-Union Committee is to divide people and create hatred. Don't let this happen to you! The company tries to divide us, but the Union brings us together.

This material developed based on materials used by UNITE HERE!



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