

VICTORY AT OLD DUTCH FOODS!

The United Food and Commercial Workers Local 401 represents approximately 180 employees who work for Old Dutch Foods. This includes potato chip makers, warehouse employees and long haul truck drivers. Bargaining commenced May 7, 2008 and continued until March 28, 2009 resulting in Old Dutch Foods locking out employees over union security March 29, 2009. Employees had no choice but to go on strike as an act of self defense. They remained there for 228 days.

Employees Ratify New Agreement

December 11, 2009 employees of Old Dutch Foods gave an overwhelming endorsement of 95% approval of a union recommended offer with strong voter turnout in bitter Alberta cold and snow.

Some of the Highlights of the New C.B.A. Include:

- Protection against discrimination for sexual orientation
- Strengthened seniority, shop steward and discipline language
- Whistle blower protection for food safety issues
- Paid personal leave days and improved health and safety
- Improperly terminated employees reinstated without discipline and entitled to a signing bonus
- Withdrawal of all pre-ratification disciplines
- Special job security for previously laid off truck drivers
- Good signing bonus for all employees
- Substantial wage increases that keep pace with inflationary pressures
- And of course, as previously noted, achieved union security as a result of the November 9, 2009 decision of the ALRB on the constitutional issue of freedom of association

We Would Like to Take this Opportunity to Thank:

- The picketers and all those who walked with them for 228 days
- The consumers who participated in a very effective boycott
- The UFCW National office staff and their constant presence on the picket line
- To Old Dutch workers at Local 832 in Winnipeg for their special support
- To National President Wayne Hanley for personally coming to Calgary to speak on behalf of workers
- Thanks to the CDLC, AFL and CLC for their strong support and to all our brothers and sisters in the House of Labour; especially UWA, Health Sciences, AUPE and CAW.
- Thanks to Rachel Notley and the NDP for their support
- Thanks to UFCW Local 401 staff and leadership, President Douglas O'Halloran, Secretary-Treasurer Theresa McLaren and negotiators Al Olinek and Tom Hesse
- A very special thanks also goes to the Old Dutch bargaining committee for their patience and persistence
- It must be recognized that this workplace has been represented by Joe Attwood, Local 401 Union representative. Joe did an exemplary job and was committed to the cause of the Old Dutch employees from the very beginning

The Boycott is Lifted

- Please note that the national boycott of Old Dutch Foods has been lifted and, in fact, we encourage all consumers to support this union made product. Frito Lay chips are not union made and notwithstanding our battle with Old Dutch Foods, the only way to reward employers who see the light is to endorse their product. Labour wants to pursue justice. It is fair and proper to use economic means to achieve a C.B.A. but it is also fair and proper to reward employers who ultimately provide employees with a C.B.A.