

# DO YOU NEED A UNION?

## WHO ARE WE?

We are the Victoria-based union that represents the production people, reporters, advertising department, including outside salespeople, at the Cowichan Valley Citizen as well as all the front shop employees at the Times Colonist (Editorial, Advertising Department, Circulation Department, Business Office, IT Department, Maintenance Department).

Our national union has locals that represent the 5,700 employees at CBC, 375 at the Montreal Gazette and 275 at the Ottawa Citizen to name a few. We are affiliates of the Victoria Labour Council, the B.C. Federation of Labour and the Canadian Labour Congress.

### **The Victoria-Vancouver Island Newspaper Guild can help you!!**

We have negotiated contracts that provide wage rates, working conditions and a procedure that provides a final resolution to workplace issues/concerns between an employee and the employer. The contracts can cover such things as Health Benefit Plans, Dental Plan, Life Insurance and Pension Plan. Issues dealing with fairness in the workplace and an in-house union representative can be addressed. We have access to experienced local labour leaders, a legal firm with experienced labour lawyers and a national and international union organization to call upon.

**If you call us, we promise confidentiality and we can answer your questions without obligation.**

**Confidential numbers are 250-474-0485 (Deborah)  
or 250-514-4765 (John after 5:00 pm)  
or e-mail [vving@vving.ca](mailto:vving@vving.ca) (subject — organizing).**



The Newspaper Guild Canada / CWA

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