

Can we avoid a  
repeat of Brooks?

You bet we can!

All that's needed is a *small* legislative change to  
bring Alberta in line with other provinces.

You can help make it happen!

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Call your MLA  
(780) 310-0000 (toll free)

Call Human Resources Minister Mike Cardinal  
(780) 415-4800 email: [hre.minister@gov.ab.ca](mailto:hre.minister@gov.ab.ca)

Call Premier Ralph Klein  
(780) 427-2251 email: [premier@gov.ab.ca](mailto:premier@gov.ab.ca)

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Tell them it's time for  
First Contract Arbitration in Alberta!

For more information, visit the  
Alberta Federation of Labour website: [www.afl.org](http://www.afl.org)

Produced by the Alberta Federation of Labour

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Can we stop **this...**



from happening again?

Support the **change**  
that brings workplace peace!

Support  
**First Contract Arbitration**

# No one likes picket lines

People get delayed and frustrated. Traffic is held up. Angry people mill around. Security guards are everywhere. The police presence is threatening. Violence is always just a breath away.

Alberta workers don't like picket lines, violence or strikes any more than the general public.

## Alberta's system actually encourages confrontation

The Calgary Herald, Shaw Conference Centre, now Lakeside Packers... these were all first contract strikes.

When workers try to get first contracts in Alberta it seems to bring out the worst confrontations. Employers are more aggressive – using strikebreakers and private “security”. Workers are afraid of job loss and other threats. Both sides talk tough. It's a recipe for confrontation.

That's because Alberta laws reward employers who don't negotiate a deal by allowing decertification votes after 10 months with no contract. Worse, there are no effective penalties for an employer who simply refuses to bargain honestly and fairly.

# It doesn't have to be this way

We can have workplace peace.

Most provinces in Canada have laws that give an independent third party the power to step in and settle disputes that have bogged down and are getting dangerous. It's called **first contract arbitration** and it works. Either side can apply and be certain they will get a fair resolution to the dispute.

It encourages workers and employers to begin a new relationship based upon a firm legal ground with no picket-line violence or strikebreakers or needless confrontations.

## First Contract Arbitration is the change that brings workplace peace

Simply knowing that **first contract arbitration** is available encourages both parties to bargain a fair settlement.

In 2002 alone, 41 strikes – strikes that could have been ugly like the strike at Lakeside Packers – were avoided in BC, Saskatchewan, Manitoba and Ontario.

