

PROTOCOL

Between:

**National Union of Public and General Employees
(NUPGE)**

- and -

**United Food and Commercial Workers Union – Canada
(UFCW CANADA)**

**regarding Organizing and Servicing
of Agricultural Workers**

Preamble

The National Union of Public and General Employees (National Union) and the United Food and Commercial Workers Union - Canada (UFCW Canada) recognize that agricultural workers are one of the most disadvantaged groups of workers in Canada and that the 18,000 migrant agricultural workers that come to Canada each year are the most vulnerable, having the least rights of any group of workers in Canada.

The National Union recognizes UFCW Canada as the union that has led the struggle over the last decade to achieve justice and fairness for workers in the agribusiness industry across the country. The National Union commends UFCW Canada for its strong advocacy and representation on behalf of agricultural workers right across Canada.

The National Union applauds the commitment, hard work and major investment of resources that UFCW Canada has made in assisting agricultural workers to achieve better working and living conditions.

Protocol

In recognition of the major commitment and investment that UFCW Canada has made in organizing agricultural workers, and the desire of the National Union and UFCW Canada to ensure that all agricultural workers in Canada enjoy the benefits of unionism, both parties agree to the following principles and actions with respect to organizing agricultural workers in Canada:

- Both parties recognize UFCW Canada as the union with the primary jurisdiction for organizing workers employed in farming and related agricultural processing industries.
- When requested by UFCW Canada, the National Union and its Components will help establish and encourage its members to participate in community support and advocacy groups in those communities where UFCW Canada is actively organizing agricultural workers.
- The National Union will support UFCW Canada's continuing efforts to achieve representation rights and other worker rights for agricultural workers and will promote a greater awareness amongst its members of the legal struggles faced by agricultural workers in Canada.
- UFCW Canada will provide the National Union with background material on the union's various struggles and campaigns in support of agricultural workers that the National Union can use to promote greater awareness and education of its members.
- The National Union will support and promote UFCW Canada's national boycott of Rol-Land Farms Inc.'s products – mushrooms sold under the name of Essex Kent Mushroom, Essex Continental Distributors Inc. and/or Unionville Farms.

For:

**National Union of Public and
General Employees
(NUPGE)**

(original signed by)

**James Clancy
National President**

For:

**United Food and Commercial
Workers – Canada
(UFCW CANADA)**

(original signed by)

**Michael J. Fraser
National Director**

Signed on the _____ of November 2003.