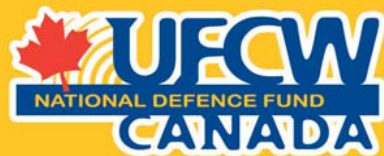
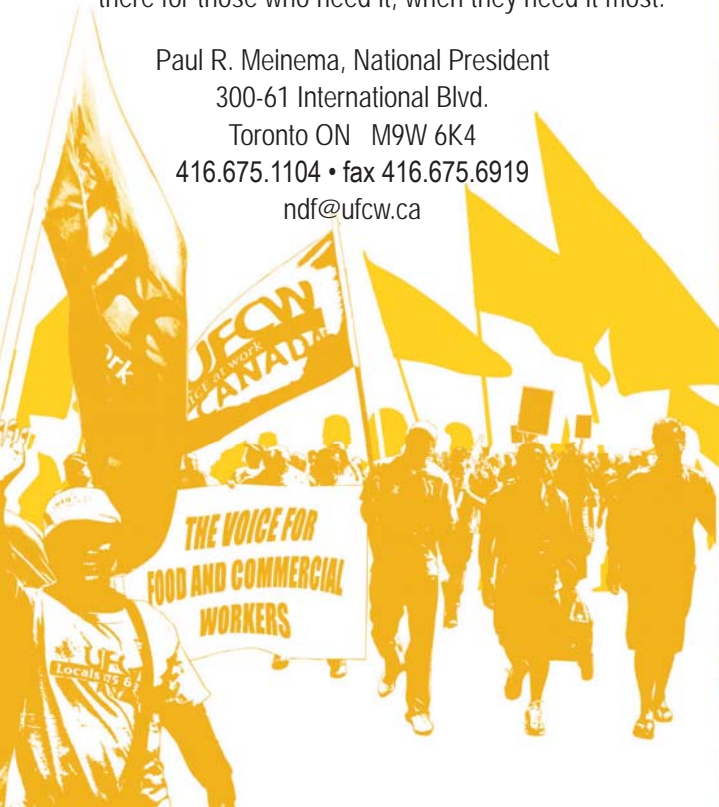




Today, the National Defence Fund (NDF) continues to support thousands of UFCW Canada members across the country.

The support from union brothers and sisters across Canada is what helps striking workers through difficult times. The NDF ensures that extra support is there for those who need it, when they need it most.

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HOW WE OPERATE

The operation and administration of the NDF is the responsibility of the Administration Committee. The committee reflects the major provincial and geographic regions of Canada according to member affiliation.

The committee meets annually at the NDF convention and as needed throughout the year.

Decisions are made by democratic vote, either at convention or by the bargaining unit.

Therefore, the NDF's strength comes from the participating bargaining units and the experienced NDF Administration Committee.



UFCW CANADA NATIONAL DEFENCE FUND

*Providing the support you need,
when you need it most.*



WHO WE ARE

UFCW Canada's National Defence Fund (NDF) is your guarantee that, in the event of a strike or lockout, you will receive extra strike benefits to reduce the impact of the strike on you and your family.

The NDF was created in 1986 in anticipation of major strikes in Canada's packinghouse industry. That year was a turning point for the industry, with the six-and-a-half month strike by more than 1,000 members at Gainers Meats in Edmonton, and the shorter lockout of nearly 500 members at the Fletcher's Fine Foods packinghouse in nearby Red Deer.

The newly-founded NDF helped the striking workers form a united front in 1986 and we survived the extreme pressure from the employers.

Today, the NDF continues to support thousands of UFCW Canada members across the country. The NDF has been a part of many

UFCW Canada battles in recent years, from the multi-province strike in 1997 against packinghouse giant Maple Leaf Foods, to Quebec Local 503's struggles with retail stores Super C and IGA, to New Brunswick Local 1288P's battle against the hotel Chateau Bathurst.

WHAT WE DO

UFCW Canada's NDF is a simple but effective system, made possible by the solidarity of workers.

The Fund is an optional program in which individual bargaining units participate (rather than an entire local union), after a majority of the members who cast a ballot vote in favour of joining the NDF. Each bargaining unit member pays weekly into the Fund. The Fund is invested to grow and provide benefits to any participating bargaining unit in need.

Belonging to the Fund helps prevent strikes and lockouts because your employer knows that you have resources and financial assistance through the NDF, on top of all the other strike benefits to which you are entitled. In addition, the Fund may provide money for such picket-line needs as trailers, shelters, power generators, portable toilets, legal counsel, advertising, and other promotional material.

CONTRIBUTIONS AND BENEFITS

There is a qualification period beginning on the date of enrolment. No participating bargaining unit will be eligible to make a claim for NDF benefits at any time during this period.

There are 3 Levels of NDF per capita and corresponding benefit payments: Level 1 is \$2.00 per week for \$200 per week picket pay; Level 2 is \$1.00 per week for \$100 per week picket pay; and Level 3 is .50 cents per week for \$50 per week picket pay.

To learn more about these benefits and what your weekly contribution will be, please contact your local union representative.

This contribution ensures that in the event of a strike or lockout all eligible participating members will receive additional picket pay. Bargaining units which vote to end their affiliation to the NDF will not be permitted to re-affiliate.

