



Know Your Contract

CUPE Local 1858 - Back to Basics

CUPE – Here and Across Canada

Our Local is part of the Canadian Union of Public Employees (CUPE). While our Local has approximately 350 members at the time this was written, CUPE as a whole is Canada’s largest union, with over 700,000 members across the country representing workers in health care, emergency services, education, early learning and child care, municipalities, social services, libraries, utilities, transportation, airlines, and more.

As a union, we advocate for workers who deliver the public services on which people depend. We help our members provide the highest level of service by ensuring they are safe and healthy at work, and that they get fair pay and benefits for the services they provide.

We also advocate for better public services that would improve our communities and the lives of *all* Canadians such as improvements to public health care and to the Canada Pension Plan.

You Are the Union!

Our union is a democratic organization. The Local is represented by an Executive and other representatives that are elected by the members from the membership – that’s you! Members also vote on items of importance ranging from the make-up of the Local’s by-laws, to the annual budget, to proposals for bargaining.

Collective Agreement (CA)

As union members, we have had the right to negotiate our own terms of employment. These terms, negotiated almost 46 years ago, are contained in our CA. Our “contract” is called a Collective Agreement because it is the employment

terms that both the employer and the union have collectively agreed to abide by. As a result, the CA is the go-to for all questions about our rights and responsibilities as employees at VIU. *Read your CA.*

CA vs. ESA

The BC Employment Standards Act (ESA) lays out the bare minimum terms of employment for all workers in BC; however, as union members, most of the ESA doesn’t apply to us. Instead, our terms of employment are covered by our CA and bound by the regulations laid out in the BC Labour Code. When in doubt about which applies or how to understand the CA, connect with a member of the Executive or a Steward for help.

Bargaining

As members of a union, individual members don’t get to negotiate their own employment terms. These negotiations are done as a collective through elected officers and bargaining teams.

As the end of a CA approaches, a bargaining team is elected that then consults with members of the Local to find out what improvements are needed to the CA and what items are most important to the membership. The term of our current CA ends in June 2022 and our bargaining team was elected in June 2021.



For more info about our Local, membership meetings, activities, and contact info, check out our website www.cupe1858.org.