



New Member Orientation

We would like to welcome you to CUPE Local 1936

Territorial Acknowledgement

- ▶ We/I would like to begin by acknowledging that our province of British Columbia is located on the homelands of 203 distinct Indigenous nations and cultures; with over 30 different languages and close to 60 unique dialects spoken in this province. We ask all meeting participants to reflect, acknowledge and honour, in their own way, the First Nation land on which they live, work and play.

CUPE LOCAL 1936

Recognizes and works together with the indigenous community to push for the implementation of the Truth and Reconciliation Commission's 94 calls to Action

For more information see link below

https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf

Equality Statement

- ▶ Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.
- ▶ As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.
- ▶ Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.
- ▶ Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.
- ▶ Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.
- ▶ CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

MARK HANCOCK

National President

Candace Rennick

National Secretary

CUPE National

- ▶ Canada's largest union, with over 700,000 members across the country.
- ▶ Represents health care, emergency services, education, early learning and childcare, municipalities, social services, libraries, utilities, transportation, airlines and more.

CUPE BC

- ▶ Is a provincial division of CUPE and acts as the political voice of CUPE locals
- ▶ Works for the members of CUPE locals throughout BC giving them a strong and respected voice in both in the community and in the province.
- ▶ Has active and committed working committees that ensure the diversity of CUPE member's interests are represented on a provincial level.
- ▶ Gives support for organizing, strikes and campaigns in your local and your community

Tell me about
CUPE National
& CUPE BC

CUPE Structure



Tell me about CUPE Local 1936 Community Social Services of the Lower Mainland

- Represents approx. 1500 members who provide social services in Greater Vancouver, including general services (encompassing women's services, addiction services, and counselling), community living, and childcare
- All CUPE 1936 members work under the protection of a contract called a collective agreement. Your local union bargains the terms of the agreement. Elected local union leaders also work with the employer to resolve problems in the workplace.
- CUPE 1936 advocates for Improving workplace health and safety; · Rigorously enforcing occupational health and safety regulations – and holding those who violate them to account
- CUPE 1936 Is committed to ensuring that there is Equity, Diversity and Inclusion in our union. Advocating at the agency level and on the bargaining committee to ensure that all members feel supported and have a voice.
- CUPE 1936 invites the membership to attend monthly Membership Meetings where we provide reports, share new business and conducts motions for the operation of the local.
- CUPE 1936 ask the members for their ideas, suggestions and comments in encouraging membership engagement.

Where is the office located?

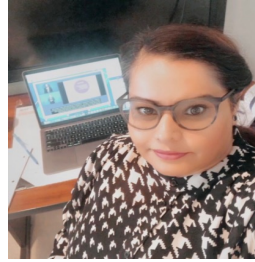


Located on the second floor, inside Royal Square Mall at
#208 – 800 McBride Blvd., New Westminister BC, V3L 2B8.
Our phone number is 604-522-8445, fax number is 604-777-0297.

Who are your Executives? How do you contact them?



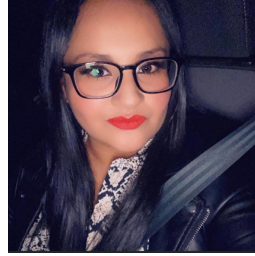
Sheryl Burns, President
cell: 778-231-4241
sburns00@hotmail.com



**Lee Ann Lalli,
Vice-President/ Grievance Officer**
cell: 778-223-1554
leeannlalli@live.com



**Bernice Way,
Secretary/Treasurer;
Education Officer;
Grievance Officer**
cell: 604-781-6864
bway1936@gmail.com



**Valeria Mancilla,
Grievance Officer**
Cell: 778-861-8133
valeriamancilla2@oulook.com



**Stephanie Gill,
Recording Secretary**
Office 604-522-8445

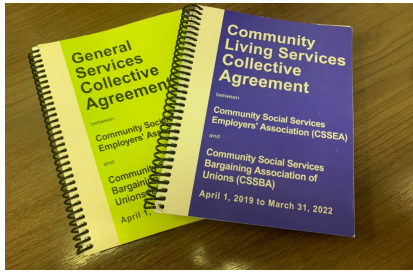
**3 Trustees: Leslie Carlberg
Rosanna Costantini
Tanja Giljevic**

DIVISION OF CUPE LOCAL 1936 AGENCIES AND NATIONAL REPRESENTATIVES

Unit	Agency	Union Rep	Nation Rep	CA
01	TCF - The Children Foundation	Sheryl Burns	Sanford Lee	General
02	LCSS - Langley Community Support	Bernice Way	Sanford Lee	General
03	BWSS - Battered Women's	Lee Ann Lalli	Sanford Lee	General
05	CNHS -Collingwood Neighbourhood	Valeria Mancilla	Michael Reed	Stand Alone
06	CVS - Community Ventures	Lee Ann Lalli	Michael Reed	Community
07	DCLS - Delta Community Living	Valeria Mancilla	Sanford Lee	Community
08	Sources Community Resources	Lee Ann Lalli	Sanford Lee	General
09	Hastings Community	Bernice Way	Sanford Lee	Stand alone
10	BC211 - Information Services	Sheryl Burns	Sanford Lee	General
11	Connective	Valeria Mancilla	Sanford Lee	General
12	LMNHS - Little Mountain Neighbourhood	Bernice Way	Michael Reed	Stand Alone
14	NSDRC - North Shore Disability Resources	Bernice Way	Sanford Lee	General
15	Aspire	Valeria Mancilla	Sanford Lee	Community
17	SCACL - Sunshine Coast Assoc. for Comm.	Sheryl Burns	Sanford Lee	Community
18	Touchstone	Valeria Mancilla	Michael Reed	General
20	Vi Fineday	Lee Ann Lalli	Michael Reed	General
21	WJS - W.J. Stelmaschuk	Bernice Way	Sanford Lee	General
23	Community Services - Maple Ridge Pitt Meadows	Valeria Mancilla	John Gibson	General
26	SASC - Sexual Assault Support Center	Sheryl Burns	Michael Reed	Stand Alone
27	WISH	Sheryl Burns	Carmen Sullivan	General
28	VAST - Victim Association for Survivors	Bernice Way	Sanford Lee	Stand Alone
29	Qmunity	Sheryl Burns	Michael Reed	Stand Alone
	Fraser River Indigenous Society	Lee Ann Lalli	Carmen Sullivan	

23 - Agencies

Provincial CA : 12 - General 4 - Community & 6 - Stand Alone



How it works: your union and you

- ▶ Unions represent employees whose positions are covered by a collective agreement.
- Collective agreements govern employees 'wages, benefits and working conditions.
- The union negotiates collective agreements with the employer and represents employees when the collective agreement has been violated.
- If you work in a unionized environment, you will have to pay union dues. These dues go to the union to support its work. Your employer automatically sends your dues to the union.
- The union represents all employees covered by a collective agreement. However, you must become a member in good standing to fully participate in union activities.
- Our union is strengthened by the full participation of all workers

**Please check our website for a copy of your agency
Collective Agreement www.1936.cupe.ca**

There's power in the union – become a member in good standing today!

- ▶ To fully participate in the union, you must be a member in good standing.
- ▶ Being a member in good standing gives you a say in how your union is run.
- ▶ Only members in good standing can attend and vote at union meetings, run or vote for elected union positions, or serve as delegates to union events.
- ▶ You need to fill out this form and give it to your shop steward or send a picture to bway1936@gmail.com You can find the form on the website <https://1936.cupe.ca/files/2021/01/Member-in-Good-Standing-Form-blank.pdf>
- ▶ Once you have sent in your Member in Good Standing Form you will be entered into our data base so we can communicate with our members and invite to our meetings.

CUPE·SCFP / Canadian Union of Public Employees
Syndicat canadien de la fonction publique

APPLICATION FOR MEMBERSHIP BC NL NS

▶ Last name				First name			
▶ Address							
City			Province			Postal Code	
▶ Phone cell				Phone home			
▶ Personal Email address							
▶ Employer							
▶ Employer address							
City			Province			Postal Code	
▶ Classification/Department							
▶ <input type="checkbox"/> Full time	<input type="checkbox"/> Part Time			<input type="checkbox"/> Casual/Relief			

DECLARATION

I, the undersigned:

(i) apply for membership in the Canadian Union of Public Employees and its Local ____ and agree to abide by the Local By-laws and the Canadian Union of Public Employees Constitution.

In applying for membership I understand that the Union intends to apply to be certified as my exclusive bargaining agent and to represent me in collective bargaining.

Applicant's Signature

Day/Month/Year



What is on our Website?

**<https://1936.cupe.ca>
<https://1936.cupe.ca/resources/>**

- Your collective agreement sets out your rights and responsibilities at work. If you have questions or concerns about your treatment, please talk to your steward or a member of the executive.
- To download your collective agreement, go to <https://1936.cupe.ca/resources/collective-agreement/> and click on your employer's name
- Local Issues Agreements : Many of our bargaining units under a provincial agreement also have agreements specific to their Employers. Those can be also found on our website
- Bylaws: Our bylaws set out the rules for how our local democratically elects our representatives, and how it is run
- Information about Benefits, Pensions, Joint Job Evaluations, Forms, Glossaries, Grievance Forms, CSS Labour Adjustment Education Fund
- Plus CUPE Headlines, Twitter and Facebook pages

Job Descriptions, Benchmarks & Grid Levels

- ▶ The Employer shall prepare job descriptions for all jobs for which the Union is the certified bargaining agent, and each employee is entitled to a copy of it for their position
- ▶ The Employer shall have the right to determine the content of job descriptions subject to the requirements of the Collective Agreement.
- ▶ All job descriptions shall include:
- ▶ (a) job title
- ▶ (b) benchmark to which the job has been classified (c) point value rating and the rating rationale in the case of unique jobs (d) classification grid
- ▶ (e) job summary
- ▶ (f) listing of the typical job duties
- ▶ (g) qualifications required by the Employer.
- ▶ You can find a listing of the benchmarks & grid levels on the local's website



Key information for members to be aware of in the Collective Agreement (stand alone agreements could have similar but different language.)

- ▶ Article 11.6 Right to Have a Union Representative Present : That all members have the right to have a union representative present in any potential and/or disciplinary meetings and investigation meetings.
- ▶ Article 24.14: Performance evaluation: A member has 5 calendar days to sign the performance evaluation and consult with their union representatives. If in disagreement the member should sign disagree.
- ▶ Article 24.1: Job Postings: All postings will be displayed on the Union Bulletin Board at their worksite for at least 7 days. Internal candidates will be interview before external candidates.
- ▶ Article 24.3: Appointment Policy: There are 4 factors for lateral positions , seniority, ability, performance and relevant qualifications They will be given equal weight. Where these factors are relatively equal seniority is the determining factor
- ▶ Article 22.4 & Appendix B: Unsafe Work : All members have the right to refuse to do unsafe work and must not be subject to discriminatory or disciplinary action (see appendix B)
- ▶ Find out who is your union representative on your JOSH (Joint Occupational Health and Safety) : any additional hours up to the allowable straight time max will be offered to employees by seniority in the following sequential order. Full time, Part time, then casual. IAl employees that want additional hours need to provide the employer with written notice and with their availability
- ▶ Article 16 : Overtime : Overtime needs to be authorized by your employer and overtime is allocated equable within a program/worksite determine by the employer and not necessary by seniority. All employees will have the right to refuse OT, unless it is an emergency situation.
- ▶ Article 30: Casual: The employer maintains a seniority list of casuals and posted every 2 months on the union bulletin board. Qualified casual employee will be called in order of seniority.
- ▶ A Casual employees need to know from the local issues or employer policy as to what can remove them from the casual list.

▶ **Article 29 – Harassment**

Every person have a right to work in an environment free from harassment.

▶ **29.1 Personal and Psychological Harassment**

▶ (a) Personal and psychological harassment means objectionable conduct - either repeated or persistent, or a single serious incident - that an individual would reasonably conclude:

▶ (1) creates a risk to a worker's psychological or physical well-being; causes a worker substantial distress or results in an employee's humiliation or intimidation; or

(2) is discriminatory behaviour that causes substantial distress and is based on a person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age, sexual orientation or gender identity; or

▶ (3) is seriously inappropriate and serves no legitimate work-related purpose.

(b) Good faith actions of a manager or supervisor relating to the management and direction of employees - such as assigning work, providing feedback to employees on work performance, and taking reasonable disciplinary action - do not constitute harassment.

▶ **29.2 Sexual Harassment**

▶ (a) Sexual harassment includes sexually oriented verbal or physical behaviour which an individual would reasonably find to be unwanted or unwelcome, giving consideration to all surrounding circumstances and which may detrimentally affect the work environment. Such behaviour could include, but is not limited to: (1) touching, patting or other physical contact; (2) leering, staring or the making of sexual gestures;

▶ (3) demands for sexual favours;

(4) verbal abuse or threats;

(5) unwanted sexual invitations;

(6) physical assault of a sexual nature;

(7) distribution or display of sexual or offensive pictures or material; (8) unwanted questions or comments of a sexual nature;

▶ (9) practical jokes of a sexual nature.

(b) To constitute sexual harassment, behaviour may be repeated or persistent or may be a single serious incident.

(c) Sexual harassment will often, but need not, be accompanied by an expressed or implied threat of reprisal or promise of reward. (d) Sexual harassment refers to behaviour initiated by both males and females and directed toward members of either sex.

- to be informed.

- Join us on the 3rd Wednesday of every month (except July, Aug, Dec) for our local's Membership Meeting. At this meeting you will be informed of

- upcoming events, information, reports from Executives and Committees, vote on motions and have your questions and concerns addressed.

- If you are a member of an equity seeking group you can join the EDI , Equity, Diversity and Inclusion committee.

- The executive would like hear from the members at the Membership Engagement meetings or via email

- Become involved at your agency by getting to know your Unit Chair and Shop Steward, the Collective Agreement, looking at the union bulletin board for updated information

- Put your name forward to sit on the OH&S committee or the Labour Management Committee.

- Attend unit meetings

- Check the website on a regular bases for union training to become more informed about the union or to become a shop steward. Connect with bway1936@gmail.com for more information

HOW TO BE INVOLVED

**Thank you for
your time and we
want to
congratulate you
on becoming a
new member to
CUPE Local 1936.**

RESOURCES (additional information)

- **[https://www.cupe.bc.ca/cupe bc 50 years in solidarity](https://www.cupe.bc.ca/cupe_bc_50_years_in_solidarity)**
- **<https://1936.cupe.ca>**
- **<https://1936.cupe.ca/resources/collective-agreement/>**
- **https://1936.cupe.ca/files/2018/10/Local_1936_bylaws.pdf**
- **https://cupe.ca/sites/cupe/files/guidelines_for_violence_prevention_in_the_workplace_2015_en.pdf**
- **<https://www.worksafebc.com/en>**
- **<https://bcfed.ca>**