Why be part of a Union

Workers' Rights

All Canadian provinces and territories have laws in place to protect the health and safety of workers. The laws provide all workers with the following three rights:

Right to know

About hazards in the workplace, including potential exposure to COVID-19, and how to protect yourself.

Right to participate

Through your health and safety representative or safety committee.

By discussing health and safety concerns with your supervisor.

Right to refuse unsafe work

That you believe is dangerous to your health and safety or that of another worker.

Immediately report work refusals to your supervisor and follow the specific steps for your province or territory.

Collective Bargaining Works

Through collective bargaining we get results for workers

- Decent wages
- Safer working conditions
- Medical, dental and vision
- Protection from harassment
- Parental and family leave
- Third party and bereavement leave
- Pension and retirement benefits
- Long term disability
- Sick leave

Our Gains Benefit All Workers

Every Gain unions make raises the standards for all workers. New gains happen every day.

- Health and safety laws like Right to Refuse Legislation
- Parental leave
- Basic employment standards
- Pay equity
- Same-sex benefits
- The 8 hour work day and weekends
- Vacation standards and statutory holidays
- Anti Harassment Laws
- A voice in your workplace

Unions Help People Everywhere

Unions help create positive change. We advocate for new and better services.

- The Pension Plans and Old Age Security
- Human Rights Laws
- Quality public services, such as education, health care and child care
- Services in support of healthy communities such as waste management, clean water, public health and social services

Our Ability to Make These Gains Is Threatened

Some politicians want to undermine your ability to bargain collectively by taking away your union's right to collect dues from all members, or by stopping us from taking political action. Our action helps create laws that benefit working people, and if the politicians succeed, every working person would lose

We're here to help

Your Executive

- **President**: Paul Simpson
- **Vice President:** Erin Akers
- **Treasurer:** Raj Sharma
- **Recording Secretary:** Patti Tonks
- **Lead Shop Steward:** Michael Vanderlans

Shop Stewards Listings

- **Member At Large:** Celeste Howard
- **Custodial:** Drew Parris, Jamie Harsch
- **Maintenance:** Sandro Palitti
- **Grounds Department /IT:** Michael Vanderlans
- **Direct Student Support:** Jasmine Reddy, Nicole Braun, Tammy Chesman
- **Clerical:** Karima Hirji, Diana Simas

Contact Us

If you have any questions contact the CUPE 379 office;

Hours: 9am -3pm Monday to Friday **Address**: 102 - 4268 Lozells Avenue, Burnaby B.C. V5A 0C6

YOUR UNION

A guide for new members

CUPE 379 BURNABY SCHOOLS

CUPE LOCAL 379

Burnaby Schools non-teaching staff

If you need help in your personal life contact
Employee Family Assistance Program, (EFAP)
1 (877) 207-8833 or
988 (International Suicide Crisis Hotline)

If you require a Shop Steward
Please contact the Union Office at
(604) 257-4700 or
office@cupe379.ca

CUPE 379 BURNABY SCHOOLS

http://www.cupe379.ca

Your Union

Collective Agreement

As any member of a union, your Collective Agreement is the most important thing to understand. A Collective Agreement or Collective Bargaining Agreement (CBA) is an agreement Between employers and employees which regulates the terms and conditions of employees in their workplace, their duties and the duties of the employer. It is usually the result of a process of collective bargaining between an employer (or a number of employers) and a trade union representing workers (that's you.) The terms and conditions in your Collective Agreement outline everything from vacation, sick time, seniority, bumping rights, hours of work rates of pay, safe work practices human rights and many others. This agreement is a legally binding document and employer and employee are both obligated to abide by it. You are entitled to all the terms and conditions outlined in your agreement, although the interpretation of the wording can sometimes be contested.

Union Stewards

A union representative or, union steward is an employee of an organization or company, who represents and defends the interests of their fellow employees but who is also a labour union official. Rank and file members of the union hold these positions voluntarily (through democratic election by fellow workers or sometimes by appointment of a higher union body) while maintaining their role as an employee of the firm. As a result the union steward becomes a significant link and conduit of information between the union leadership and workers.

The duties of a union steward vary according to each labour unions constitutional mandate for the position. In general, most union stewards perform the following functions:

- Monitor and enforce the provisions of the collective bargaining agreement (labour contract) to ensure both the firm and union worker are not violating the terms of the agreement.
- Ensure that the firm is in compliance with all federal, provincial and local laws and regulations.
- Represent and defend fellow workers whom the firm believes violated company policy or the terms and conditions of the collective bargaining agreement, often through the grievance process,
- Communicate and disseminate official union policy , memos and directives to workers in the shop.
- Popularize and promote union consciousness and values in the workplaces

Your Local, CUPE 379

- Founded March 14th, 1950

- Founding member of CUPE on Sept, 24th, 1963

- Has a rich history in the labour movement

- Is a strong advocate for workers' rights

Your Role in Local 379

- ***Show up***, Monthly meetings are held on the second Saturday of the month, from Sept-June (check website at http://cupe379.ca) a link will be sent to your school board email.

- ***Speak Up***, Ask questions and present motions to be discussed and voted on

- ***Get Involved***, Register to attend union education, attend affiliates meetings (CUPE Metro, New West District Labour Council), attend sponsored political functions, run for a position on the union executive board or one of the various committees
    - *Advocate*, Let your fellow members know that CUPE 379 stands up for YOU!!
    - Your Union also sponsors member engagement events such as a **Children's Christmas Party, Sun Run team and CUPE/BTA Holiday Mingler**