



JUNE 2018

CUPE CORNER

Local 386 is in your corner!

There is strength in numbers and besides that, there is also fun.

GENERAL MEMBERSHIP MEETING

Tuesday, June 19, 2018 at 5:15 pm
Dogwood Pavilion—Dogwood Room
1655 Winslow Ave, Coquitlam, BC V3J 0E7

Annual BBQ

Burgers / Hot Dogs — Smokies / Refreshments

Top 10 Advantages of belonging to a Union

1. **Higher wages.** On average unionized workers are paid \$5.40 an hour or 23 per cent more than those who aren't members of a union.
2. **Greater equality.** Compensation in unionized workplaces is more equitable overall, with relatively higher wages for lower paid workers and less of a wage gap for women, younger workers and racialized workers.
3. **Pensions/benefits.** Over 70 per cent of union members have access to a workplace pension, compared to less than 30 per cent of non-union workers.
4. **Job security and tenure.** Unionized workers are more likely to be full-time, permanent and to work longer for their employers.
5. **Health and safety.** Unionized workplaces tend to be safer. Unionized workers are more likely to report health and safety violations and minor no-lost time injuries (due to training, awareness and/or less fear of reprisal), which makes workplaces safer overall.
6. **Predictable hours.** Union contracts set predictable schedules, standard hours of work, overtime and shift premiums.
7. **Training and education.** Training and education is a major priority for unions, included as a requirement through contracts and extensively provided by unions themselves.
8. **Transparency and equitable due process.** Wages are set by common wage scales and grievance and arbitration procedures provide for due process over disputes.
9. **Workplace democracy.** Unions provide democratic organizations through which workers can affect change in their workplaces, communities and in the wider world.
10. **Advocacy and political action.** Unions have paved the way in improving conditions for all workers, levelling the playing field so that non-union employers have to compete with them to attract workers.

<https://cupe.ca/top-10-union-advantages>



National Indigenous Peoples Day

On June 21, celebrate the heritage, diverse cultures and outstanding achievements of First Nations, Inuit and Métis!

<https://www.aadnc-aandc.gc.ca/eng/1100100013248/1100100013249>

Quote of the Month:

"Individual commitment to a group effort--that is what makes a team work, a company work, a society work, a civilization work."

--Vince Lombardi

Please send us your comments and / or ideas for future CUPE Corner topics at cupe386@shaw.ca



What is a Shop Steward

Shop Stewards are the lynchpin of the Union - they are vital in keeping the union rolling. It is only through their commitment and hard-work that the Union functions effectively. Shop Stewards are representatives of the Union who volunteer their time to protect your rights in the

workplace. **Shop Stewards are communicators.**

Shop Stewards need your help to do their job. Shop Stewards need to know what you care about. Shop Stewards need to know if you have a problem at work. The problem you bring them may not be an easy one. If it is a violation of the collective agreement it may take some time to go through the grievance procedure to right an infraction. What is won for you can help in alleviating future problems for others. If it is something affecting your work that lies outside the black and white of the collective agreement it could still be something your steward can help you with or help you in organizing to help yourself. **Shop Stewards are problem solvers.**

Shop Stewards also police the collective agreement. It is their job to advocate on your behalf for better working conditions and to ensure that the conditions and benefits in the Collective Agreement* which the union has bargained on your behalf are protected and your union rights ensured. **Shop Stewards are worker's advocates.**

Shop stewards are committed, hard working, disciplined, progressive and respectful of your concerns and privacy, they are not always able to find a solution to your concern but in working with you and other members of the union they will always do their best. **Shop Stewards like you are human.**

Get to know one- you may find you want to be one!

* Collective agreement

A written agreement between the union and employer that tells workers and the employer what their rights and responsibilities are. It is also called a "contract". The collective agreement covers such things as:

- wages
- hours of work
- Seniority
- benefits
- conditions of work
- how to handle disagreements

Difference Between

Performance Expectations Letters and Disciplinary Letters

Performance Expectations

- to communicate:
- tone helpful; supportive
- a counselling and communication tool to identify and/or clarify expected behavior or acceptable behavior
- support is offered by way of inservice training and/or other resources
- developed with staff input, mutual goals to courage staff commitment to change
- focus on future; assumes behavior will change when staff understands what is expected and is supported in effort to change
- a review period is set to give feedback re: progress of change
- no disciplinary consequence to failure to improve

Discipline

- to correct:
- tone disciplinary
- refers to a specific incident or incidents in the past of poor performance or an infraction of rule, policy, or standard
- purpose is to correct poor performance or undesirable behaviour
- assumes disciplinary consequence to continuing current behaviour required to elicit behaviour desired.
- staff member given opportunity to explain his/her side of the story
- expected behaviours are identified but consequences are attached to failure to correct
- clearly stated as discipline
- part of progressive discipline will be referred to in further disciplinary action
- further incidents of a similar nature are followed by further discipline

Current Disputes, Strikes and Lockouts in the BC

Please respect the union's picket lines in the following disputes, and please do not patronize these businesses until the dispute is settled.

Union: BCGEU—Hard Rock Casino Vancouver

Employer: Great Canadian Gaming Corp.

Reason: Fair Wages, Health Benefits, and more

Start date: May 11, 2018—Present

Union: BCGEU—Okanagan Members

Employer: Gateway Casinos and Entertainment Ltd.

Reason: Low wage and benefits package

Start date: Rallied on May 15. No strike vote has been taken

Union: CUPE 458

Employer: The Village of Harrison Hot Springs

Reason: Fair Deal Campaign

Start date: calling for rallying on June 1

CANADA DAY

Sunday, July 1, 2018



Canadians across the country and around the world show their pride in their history, culture and achievements. It's been a day of celebration, where many festivities are held across the country, since 1868.

The Creation of Canada Day

July 1, 1867 : The [British North America Act](#) (today known as the [Constitution Act, 1867](#)) created Canada.

June 20, 1868 : Governor General [Lord Monck](#) signs a proclamation that requests all Her Majesty's subjects across Canada to celebrate July 1.

1879 : A federal law makes July 1 a statutory holiday as the "anniversary of Confederation," which is later called "[Dominion Day](#)."

October 27, 1982 : July 1, "Dominion Day" officially becomes Canada Day.