

THE ROLE OF YOUR SHOP STEWARDS

Shop Stewards have authority from Labour Laws that give the union rights to:

- The right to have management respond to the grievance.
- The right to take that grievance to arbitration if the grievance is not resolved to the satisfaction of the Union.
- Act as a mediator when Members are in conflict.
- Ensure good communication between Members and the Executive
- Educate Members about the Collective Agreement, about the Union's role in the workplace, and important social issues.
- Stand up as a strong ally with Members from equity seeking groups.
- Help to solve problems outside the grievance procedure.

Local 386 Membership requires dedicated individuals to assist our Members from all work areas in the City. If you want to have a more active role in upholding the terms of our Collective Bargaining Agreement, please consider contacting the Local Union office.

GOOD AND WELFARE

If you are aware of a member who has been off for surgery, birth of a new child or loss of loved ones, please notify the Union office so that we can make a donation or arrange to have a fruit basket or flowers delivered to their home.

If you have not been sworn in as a Union member please call the Union office!

GET IN TOUCH

Monday - Friday, 9am - 5pm



604-936-1810



386.cupe.ca



201 - 1550 Hartley Ave. (upstairs)
Coquitlam, BC V3K 7A1



cupe386@shaw.ca

Find us on social media @cupe386

Please note: Do not use your City issued email to communicate delicate information to the Union as the Employer has reserved the right to view your emails.



YOUR UNION
A guide for new members

OUR HISTORY

On September 23, 1963, delegates from the National Union of Public Employees (NUPE) and the National Union of Public Service Employees (NUPSE) ratified a merger agreement in separate conventions. The Canadian Union of Public Employees (CUPE) was created at the Founding Convention on September 24, 1963 in Winnipeg, Manitoba. CUPE is Canada's largest union with 740,000 members (October 2023).

YOUR EXECUTIVE TEAM

Executives are your democratically elected members responsible for the operation of your local CUPE office.

President: Vim Sharma

Vice President: Jason Friesen

Lead Shop Steward: Dan Person

Recording Secretary: Will Dichuk

Secretary Treasurer: Natasa Muhic

Member-at-Large Outside:

- Mike Richard
- Tyler Halfpenny

Member-at-Large Inside:

- Jackie McCambridge
- Kasandra Gibson

Learn more about the role of the executive team at 386.cupe.ca.

COLLECTIVE AGREEMENT

As a union member, your Collective Agreement (CA) is extremely important. The CA is a legally binding document, which both the employer and employees are obligated to abide by. The CA regulates the terms and conditions in the workplace, such as vacation time, sick leave, seniority, hours of work, rates of pay, health and safety regulations, human rights and many other important items. Employees covered by the CA are: RFT, RPT, TFT, AUX - Staff, Supervisors and Coordinators. Exempt staff such as Managers, General Managers, HR, and above are not covered by the CA.

Important Labour Laws to be familiar with: Canadian Charter of Rights and Freedom, Labour Relations Code, Employment Standards Act, and WorkSafe BC.

Through our right to collective bargaining, we have made huge gains for workers. In the beginning, Unions bargained the right to a 40 hour work week, pay equity, the right to safe working conditions, maternity leave, and even for women to wear pants at work! Since workers began the venture for improved working conditions, we've bargained for even more:

- Decent Wages
- Safer Working Conditions
- Medical, Dental, and Vision Care Benefits
- Parental Leave
- Vacation Leave
- Sick Leave

YOUR ROLE IN CUPE 386

- ▶ **Attend the monthly meetings** (3rd Tuesday of each month.
- ▶ **Speak up.** Ask questions and bring forward motions for change.
- ▶ **Get involved.** Become a Shop Steward, join a committee or run for a position on the executive board.
- ▶ **Advocate** for your fellow union family and know that CUPE 386 is always here to stand with you.

YOUR SHOP STEWARDS

Shop Stewards represent our members and protect the rights we have won in Collective Bargaining.

- **Dan Person** - EPW
- **Mike Richard** - EPW
- **Natasa Muhic** - Bylaws
- **Jackie McCambridge** - RCMP
- **Kallan Clark** - EPW
- **Kasandra Gibson** - EPW
- **Tyler Halfpenny** - EPW
- **Dawn Dallyn** - Corporate Planning
- **Stephanie McKay** - Bylaws
- **Aaron Coulombe** - EPW
- **Alison Evans** - RCMP
- **Hollie Jones** - RCMP

To connect with a Shop Steward, contact the Local Office.