



UNION MATTERS

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*My local works
because I participate*

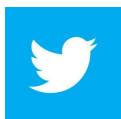
Date and time of General Membership meetings are posted at each worksite and at www.cupe1169.ca

“Clients do not come first. Employees come first. If you take care of your employees, they will take care of the clients”

~ Richard Branson ~



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You Should Know



Collective Bargaining Rights Are Needed!

Do you know what collective bargaining is and do you know why it is important? Do you care? Since 1969, representatives of CUPE Local 1169 have met with representatives of management to engage in discussion and debate on your rights in the workplace. The struggle to retain bargaining rights is brought into doubt by elected officials who fightback against legislation that supports your rights as a worker by journalists who fail to recognize that members of bargaining units are members of our communities, parents, coaches, volunteers, and tax payers.

Judgment is too frequently passed without understanding the concept and purpose of collective bargaining.

What are the core fundamentals of collective bargaining? The basics involve representatives of a unified group of workers entrusted to negotiate rates of pay, benefits, and working conditions. It is understood that when united in purpose workers have more leverage bargaining as a collective than if individual workers attempt to negotiate one-on-one with their employer. Collective bargaining is part of a democratic process which allows workers to vote on whether or not to accept a negotiated contract.

What does your negotiations committee bargain for on your behalf? Certainly, fair wages and benefits; also, guarantees of protection against bullying and harassment, hours of work, career advancement which recognizes educational achievements,

worksite experience, and seniority. Most importantly, a Collective Bargaining Agreement (CBA) holds the employer accountable.

Now, let's ask ourselves is collective bargaining a fundamental human right and does your CBA give your union the legal authority to initiate with your employer? Your union firmly believes that collective bargaining is beneficial to communities, supportive for ensuring a just society and enshrines pride in workers through empowerment.

Article 23(4) of the United Nations' Universal Declaration of Human Rights, of 1948, asserts that *“everyone has the right to form and to join trade unions for the protection of his interests.”* In addition, the International Labor Organization (ILO), the United Nations' agency responsible for crafting and overseeing international labour standards, states in its Constitution and Declaration of Principles that the freedoms to associate and to bargain collectively are fundamental rights. Canada and Alberta are respectful in honouring the right of elected union officers to collectively bargain for both private and public sector workers.

In Canada, collective bargaining was empowered with the Rand Formula in 1946. The Rand Formula guarantees unions the financial resources needed to look out for the best interests of workers. The Rand Formula delivered an important message: a union is essential for the betterment of all workers.

Your union is currently in the process of negotiating a new collective

agreement with The Board of the Calgary Public Library (CPL). This process was initiated when your union filed a notice to commence bargaining. It is in the interests of both The Board and your union to negotiate in good faith in order to achieve a mutually beneficial agreement.

At the CPL, all employees, unionized and non-unionized, benefit from having a unionized workforce that has the legal authority to negotiate for improved working conditions, increases in wages, and enforcement of health and safety legislation.

As a member in good standing of CUPE Local 1169 you have the right to be heard. You have a right to address and hold accountable your elected leaders. You have a say in all actions undertaken by your union.

Are unions still important? Absolutely and without question! Without union representation there would be no established practice for the collective bargaining process and without a guarantee of decent wages and working conditions the impact on our communities would be dismal.

With an increase in large businesses including major Canadian banks participating in the growing trend of sending well-paying jobs to offshore locations, the outcome is an elimination of current and future jobs within our communities. The growing trend of precarious work robs workers of the hope of planning for a future. CPL's well educated workforce struggles for years to secure full-time employment. Without full-time employment, work-

ers have no hope of planning for a future that includes home ownership, a family and a secure old age supported by a pension. Precarious work denies workers' pensions, and benefits are rarely part of the employment contract. The significant number of precarious jobs defended by The Board as necessary to allow for flexibility in scheduling in fact saves money. No pensions or benefits for those workers. Too bad for you... let's extend hours and alter full-time jobs to part-time...ouch!

Your union has received a strong message regarding what is important in this round of negotiations. You want access to a pension plan, improved wages, and increased opportunities for advancement in the workplace. You want more full-time opportunities!

Show your support of your negotiating committee by sending a message to The Board that being told you are the CPL's most important asset is no longer enough.

A vision for the future of the CPL has been carefully crafted and communicated to Calgarians. Where is the service design that highlights the contribution of the workers who ensure that vision is delivered? The excellent contributions and dedication of its workers is what makes the CPL a world class library. Not just bricks and mortar, it is human engagement that defines the services provided; and those services are provided by you, the worker.

*In solidarity,
Rh'ena Oake, President CUPE Local 1169 Calgary and
Cochrane Public Library Workers*

Contract Corner: know your rights under the collective bargaining agreement



15.04 Sick Leave

The purpose of the sick leave benefit as described in Clause 15.04 is to provide a defined benefit to a full-time employee who, by reason of sickness or disability, which is not WCB compensable, is unable to perform the duties of their job.

What does this mean?

This article refers to sick leave accumulated

by full-time staff. Part-time and substitute staff receive a payout in lieu of sick leave. Full-time staff accrue sick leave based on the number of hours worked as shown on your pay stubs. This clause does not cover an injury or illness sustained at work and covered by the Workers' Compensation Board (WCB). If injured at work, it is vital that you complete a First Aid Form as a record of the injury. If you have any questions, please contact your Union.

Respectfully submitted by Terrill Budd, Chief Steward



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