

CUPE Local 1169 - Glossary of Words and Phrases

Union - a collective organization of workers formed to negotiate with employers on pay, benefits and working conditions.

Local - a branch or unit of a national labour union which has its own bylaws and elected officers who negotiates the labour contracts and handles grievances for its members.

Member in Good Standing - a worker who has signed a membership form and if required, paid an initiation fee. Member in good standing can participate fully in the activities of the union.

Bargaining Unit - group of workers who are part of the union, covered by the same Collective Agreement and have received certification by a labour board to bargain.

Agency Shop - All workers in a bargaining unit must pay union dues, whether or not they are members of the union. All workers (union members and non-members) are represented by the union in all matters and governed by the Collective Agreement

Rand Formula - a union security clause in a Collective Agreement requiring all workers in a bargaining unit pay union dues, whether or not they are members in good standing.

CUPE National - the national labour union which CUPE 1169 is a local of.

Per Capita Tax - regular payments by a local to its national union, labour council or federation, or by a union to its central labour body. It is based on the number of members.

National Representative - an employee of the national union who assists local union officers in representing workers.

Collective Bargaining - negotiations between the employer and the union. The terms include working conditions, wages, benefits, working hours and handling disagreements.

Lockout - Tactic used by management to get a settlement on its own terms, by refusing work to employees or else closing its establishment.

Strike - A refusal to work by employees for the purpose of compelling an employer to agree to terms or conditions of employment. Usually, the last stage of collective bargaining when all other means have failed.

Strike Vote - Vote conducted among members of a union to determine whether or not to go on strike.

Collective Agreement (CA) otherwise known as **Collective Bargaining Agreement (CBA)** - the written and legally binding agreement which is the product of Collective Bargaining.

Article - a section of a legal document; also called “provision”, “clause”, or “language”

Benefits - non-wage benefits, such as paid vacations, pensions, health and welfare provisions, life insurances, etc. The cost of which is covered in whole or in part by the employer.

Working Conditions - Conditions pertaining to the workers’ job environment, such as hours of work, safety, paid holidays and vacations, rest periods, possibilities of promotion. Many of these are included in the Collective Agreement and subject to collective bargaining.

Letter of Understanding (LOU) - a written agreement between the employer and the union that summarizes terms of an agreement that may have been discussed informally, verbally or been practiced.

Contract Proposals - Proposed changes to the Collective Agreement put forward by the union or the employer and subject to collective bargaining.

Bad Faith - describes an act that is dishonest or done for an improper reason.

Mediation and Conciliation - a process which is used to try and resolve labour disputes by compromise or voluntary agreement. Decisions by a mediator, conciliator or conciliation board are not binding and the parties (employer or union) are free to accept or reject recommendations. A conciliator is often a government official where a mediator is usually a private individual appointed by the employer and the union.

Seniority - a listing of workers in order of length of service or time worked. Employers often use seniority to decide who will be promoted, laid off, or recalled.

Information Steward - a union member who communicates union activities with members in their work site.

Cost of Living Allowance (COLA) - periodic pay increase based on changes in the Consumer Price Index.

Grievance - a claim that the employer or the union has breached the Collective Agreement. Procedures for the handling of grievances is usually defined in the Collective Agreement. The last step of a grievance procedure is usually arbitration.

Arbitration - a method of settling a disagreement using a third party (arbitrator) chosen by the employer and the union. Their decision is final and binding.

Job Evaluation - a system designed to create a hierarchy of jobs based on factors such as skill, responsibility or experience, time and effort