

## **Welcome to your union - CUPE Local 15 - and your Collective Agreement!**

### **The Collective Agreement**

This contract specifies the terms and conditions of your employment and has been mutually agreed upon by the Union and College. Both parties want the provisions to be respected and properly applied. It is in your interest to know the contract as it applies to your working environment.

You can find it here: <http://www.cupe15.org/langara-college-collective-agreement>

### **Grievance Procedure**

Problems regarding the application, enforcement, or interpretation of this contract should be dealt with through the procedure outlined in Article IX. If you have a problem, discuss it with your immediate supervisor within 15 working days with your Shop Steward present.

### **Negotiations**

Contract improvements are negotiated between the Union and the College. Negotiations generally start about 3 months prior to the expiry of the Contract. It is the practice of your Union to have the Bargaining Unit elect a negotiating committee from within the membership of the Bargaining Unit.

### **Shop Steward**

Your Shop Steward is a liaison between you and your supervisor when dealing with problems that arise on the job. Your Shop Steward should also be aware of what is happening within the Union and the labour movement. If you are aware of a problem or have a question regarding your work or the Union, please contact your Steward.

### ***Langara College Stewards:***

- Rose Palozzi, Chief Shop Steward      rpalozzi@langara.ca
- Steven Brouse      sbrouse@langara.ca
- Carrie Chapman      cchapman@ langara.ca
- Gitanjali Gill      gitanjaligill@ langara.ca
- Antonius Gunawan      agunawam@langara.ca
- Adrian Livesley      alivesley@langara.ca
- Brie McMillan      bmcmillan@langara.ca
- Deborah Schratte      dschratter@langara.ca

**General mailbox:** [steward.langara@gmail.com](mailto:steward.langara@gmail.com) or call the CUPE Local 15 office at (604) 879-4671

**Staff Representative:** Gail Johnson is the dedicated staff representative for Langara College at CUPE Local 15. You can reach her at [gjohnson@cupe15.org](mailto:gjohnson@cupe15.org) or by calling the CUPE 15 office.

**CUPE Local 15**

Vancouver Municipal, Education and Community Worker's Union

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Fax Number: (604) 879-7582

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**The Local Union**

The CUPE 15 is the bargaining agent for the support staff at Langara College. In addition, the Union represents employees of 17 other employers in the Lower Mainland. The members (approximately 6,000) of the CUPE Local 15 are represented by an Executive Board, which carries on the business of the Union between general meetings.

**General Membership Meetings**

Meetings are held the fourth Wednesday of every month at 5.30 p.m. The purpose of the Local meeting is to keep Members informed on what is happening in the Union. Policies that affect the Local and you as a member are made at these meetings. Special meetings of your Contract group may be held at your request.

**Local 15 By-laws**

The Local 15 By-laws outline your duty as a Local 15 Member and details the regulations and bylaws that govern Local activities. Your Shop Steward or an Executive Member can answer any questions on the By-laws.

The Canadian Union of Public Employees (CUPE) is Canada's largest union. CUPE represents more than 800,000 workers in a wide range of occupations from coast to coast. CUPE is a democratic Union in which the members make the decisions and set the policies. At all levels, it is the rank-and-file members who determine by majority vote what the Union does. The CUPE Constitution accordingly belongs to the members of CUPE. It determines the Union's objectives and how the Union operates. It forms the basis for the functioning of the more than 2,100 CUPE local unions across Canada.