



Canadian Union of Public Employees
Syndicat Canadien de la fonction publique

LOCAL 1615

Welcome to CUPE 1615!

New Member
Memorial University

Greetings New Member,

Re: Welcome as a New Member of CUPE Union Local 1615

Welcome to CUPE 1615, your union local at Memorial University. Our union serves the non-academic staff spanning the administrative, technical, instructional and technical support personnel of the University. I am writing this letter to welcome you but also to ensure that you know what you need to know about our union. In addition to reading this letter, I encourage you to find out more via our website and digital resources.

1615.cupe.ca/

If you have not been in a union local before and do not know much about it, a union serves several purposes. Unions provide two primary functions.

1. Negotiating **Collective Agreements** that represent earned rights and benefits for members that they otherwise would not have had, and enforce it including by way of filing Grievances.
2. Providing **union representation** (shop stewards) to members at meetings if called to one with the employer on matters that could pertain to performance, an incident or conduct, as well as help answer questions and interpret the current collective agreement.

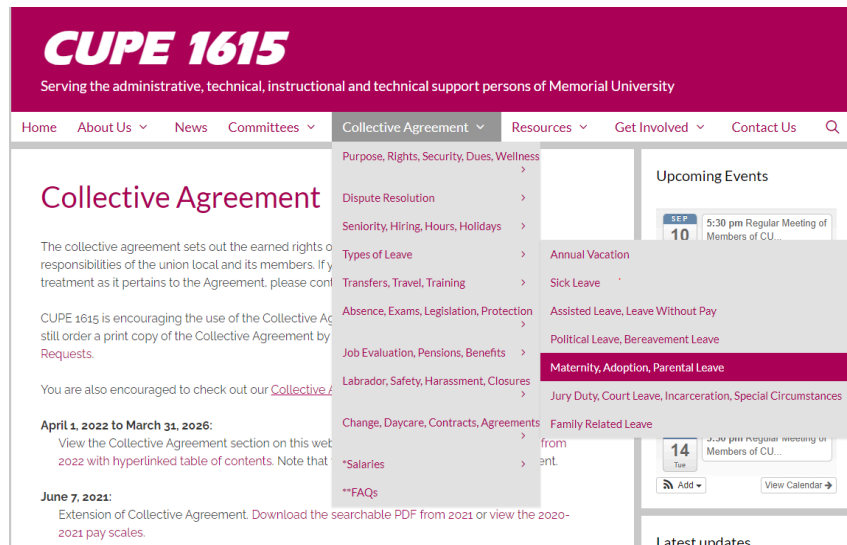
President: Bill Kavanagh

Secretary-Treasurer: Natalie Webber

When you have questions or need union representation, email our Team of Stewards at stewards@cupe1615.ca.

Our most recent agreement was signed on August 28th, 2023 and can be found on our [CUPE 1615 Collective Agreement](#) webpage and it is effective from April 1, 2022 to March 31, 2026.

In order to ensure we and our fellow members avail of and keep protected these earned benefits and rights, we all need to know them as best we can. You are encouraged to thoroughly review our collective agreement. There is a [searchable pdf of the CUPE 1615 Collective Agreement](#) which has a clickable table of contents, as well as a html format conveniently organized by menu and submenu where clauses are grouped by topic, as illustrated below.



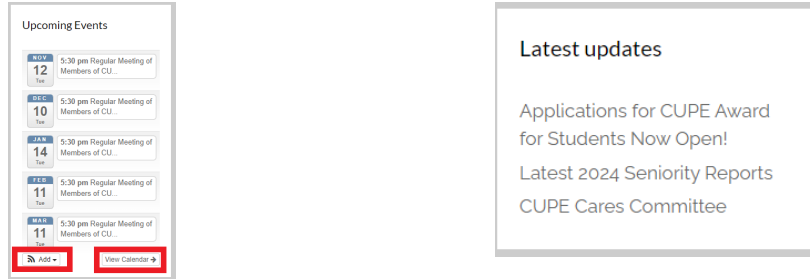
Similarly, there are 2 formats of the [By-laws](#) which are the rules that govern us as a union local.

The [People](#) section of our webpage is where you will see a list of our **Executive, Shop Stewards** and more. You can also find general office information and how to [Contact Us](#).

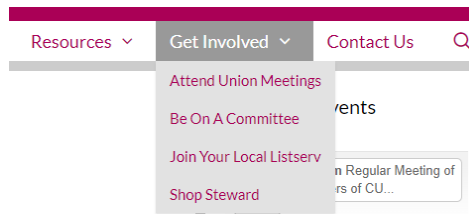
There are several ways that we all can participate and contribute. One of the primary ways to get involved and contribute at a basic level is to attend our *Regular Meetings* of members.

We conduct **Regular Meetings** of membership once a month from September to May that all members are encouraged to attend. At these meetings, we discuss and do the business of the union that include raising new common or significant issues in dealing with the employer or work conditions, review notices of upcoming events and union related news, review financial updates and make collective decisions. **These meetings are generally held on the second Tuesday of the month and are hybrid format, but occasionally may be required to be in person for things like election votes. Meetings are usually held at 5:30pm where supper is provided, and there is an option to be reimbursed for childcare services with a receipt.**

We have a [CUPE 1615 Online Calendar](#) as well as a [News](#) section. Snippets of both are visible as **Upcoming Events** and **Latest Updates** on the right hand side section and for the calendar it includes links to both the full calendar and a link to add the calendar to your own.



I would encourage you, as a new member, to explore the growing ways to [Get Involved](#).



The union sends out emails to update members on a variety of things, via what is known as our “listserv”. You are strongly encouraged [Join Your Local Listserv](#).

CUPE 1615 is a large community and has members at St. John’s, Signal Hill, Grenfell, and Labrador campuses, as well as several satellite locations, including those for Faculty of Medicine’s Distributive Medical Education, the Faculty of Nursing’s Clinical Laboratories as well as the Ocean Sciences Centre (OSC), Botanical Gardens, Bonne Bay Aquarium & Research Station, and the Geo Centre.

Make official your membership by submitting the [Local application for membership form](#).

Once again, New Member, welcome to CUPE 1615!

Regards,

Bill Kavanagh
President | Chief Steward