

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 <u>Collective Agreements</u> that represent earned rights and benefits for members that they otherwise would not have had, and enforce it including by way of filing Grievances.
- Providing <u>union representation</u> (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.

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

Our most recent agreement was signed on August 28th, 2023 and can be found on our <u>CUPE</u> <u>1615 Collective Agreement</u> 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 <u>searchable pdf of the CUPE 1615 Collective</u>
<u>Agreement</u> 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.

CUPE 1615 Serving the administrative, technical, instructional and technical support persons of Memorial University			
ome About Us ~ News Committees ~	Collective Agreement 🗸	Resources × Get Involved × Contact Us	
	Purpose, Rights, Security, Dues, W	×	
Collective Agreement	Dispute Resolution	Upcoming Events	
	Seniority, Hiring, Hours, Holidays	> 5:30 pm Regular Meeting of Members of CU	
The collective agreement sets out the earned rights o responsibilities of the union local and its members. If y	Types of Leave	Annual Vacation	
treatment as it pertains to the Agreement, please con	Transfers, Travel, Training	> Sick Leave	
CUPE 1615 is encouraging the use of the Collective Ac	Absence, Exams, Legislation, Prote	Assisted Leave, Leave Without Pay	
still order a print copy of the Collective Agreement by Requests.	Job Evaluation, Pensions, Benefits	Political Leave, Bereavement Leave	
You are also encouraged to check out our <u>Collective /</u>	Labrador, Safety, Harassment, Clo	Maternity, Adoption, Parental Leave Jury Duty, Court Leave, Incarceration, Special Circumstan	
April 1, 2022 to March 31, 2026: View the Collective Agreement section on this web	Change, Daycare, Contracts, Agreements Family Related Leave		
2022 with hyperlinked table of contents. Note that	*Salaries	> ent. Members of CU	
June 7, 2021:	**FAQs	Add View Calendar	
Extension of Collective Agreement. Download the s 2021 pay scales.	searchable PDF from 2021 or vie	w the 2020-	

Similarly, there are 2 formats of the **<u>By-laws</u>** which are the rules that govern us as a union local.

The <u>People</u> 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 <u>Contact Us</u>.

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 <u>hybrid</u> 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 <u>CUPE 1615 Online Calendar</u> as well as a <u>News</u> section. Snippets of both are visible as *Upcoming Events* and *Latest Updates* on the <u>right *hand side section*</u> and for the calendar it includes links to both the full calendar and a link to add the calendar to your own.

Upcoming Events 5:39 pm Regular Meeting of Hembers of CU	Latest updates
ESB par Republic Meeting of Members of CU. Comparison of CU. Comparison of Cu. Comparison of Cu.	Applications for CUPE Award for Students Now Open!
5.30 pm Regular Monting of Members of CL	Latest 2024 Seniority Reports CUPE Cares Committee
5-39 pm Register Meeting of Members of CLI. Adv Venc Calendar -	

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 <u>Join Your Local Listserv</u>.

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