



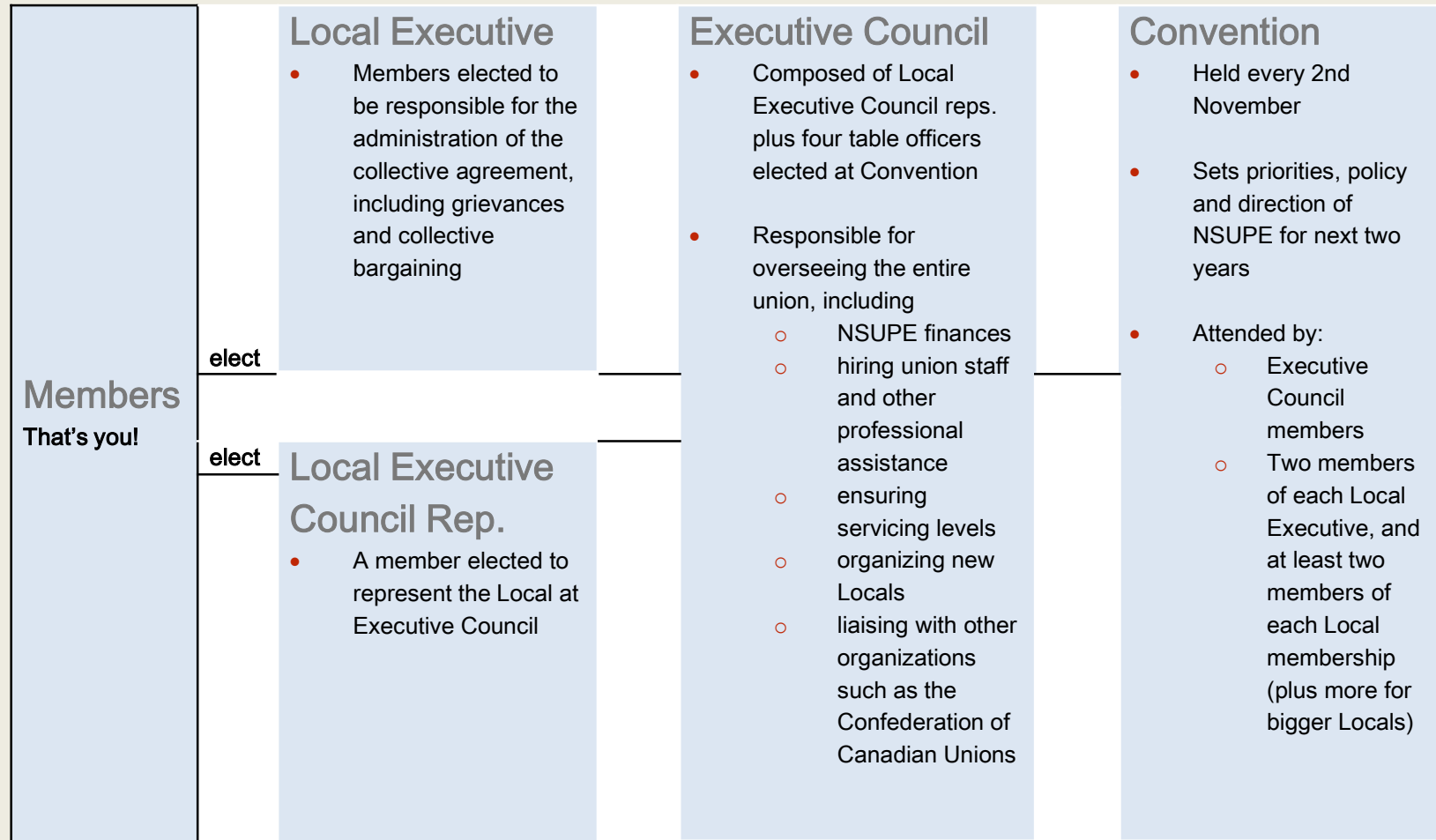
Welcome to NSUPE

www.nsupe.ca

Overview

- 1800 members
- workers of both public and private employers
- 100s of jobs – everything from electricians to animal control officers to heritage planners
- established in 1974 by a group of workers who broke off from a large national union to seek better representation and servicing

Structure



Local Executive

- are all employees in your Local who volunteer their time to assist their fellow union members
- you can find out who your current Executive members are on your Local's page on the NSUPE website: www.nsupe.ca
- the Local Executive may be assisted by NSUPE Advocates (which other unions call Shop Stewards)

Locals

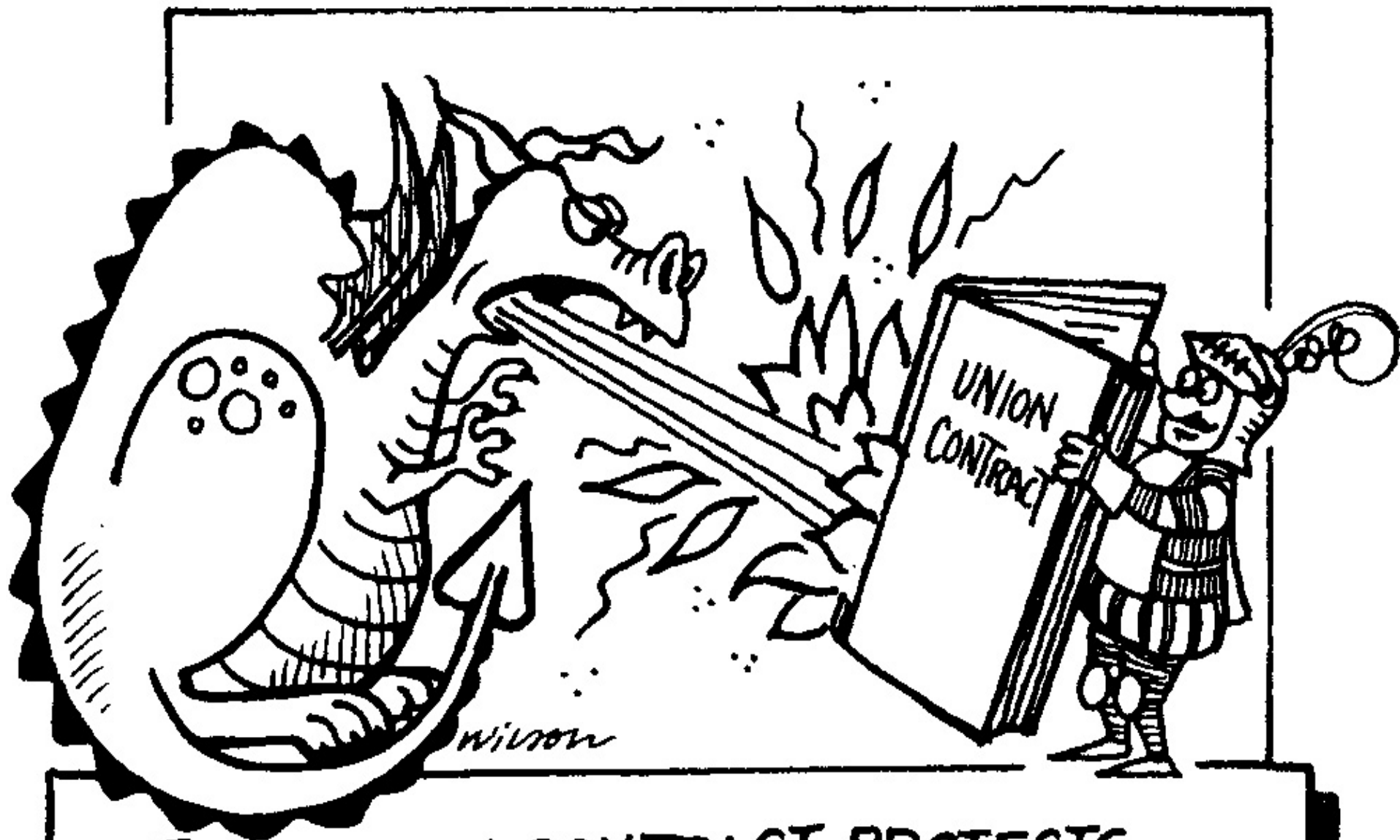
NSUPE currently has 9 Locals:

- [Local 2:](#) Halifax Regional School Board custodial and maintenance workers
- [Local 12:](#) Canadian Blood Services blood collection workers, NS
- [Local 13:](#) Halifax Regional Municipality inside workers
- [Local 14:](#) Halifax Public Libraries workers
- [Local 15:](#) Homes for Independent Living (NS) life skills workers
- [Local 16:](#) Conway Workshop Association residential and vocational instructors
- [Local 17:](#) Quality Inn Airport Hotel Halifax workers
- [Local 19:](#) Canadian Blood Services blood collection workers, PEI
- [Local 22:](#) Cole Harbour Place operations workers

Note: Click on your Local number to get to your Local's page on the NSUPE website.

Collective agreement

- is a legal contract negotiated by NSUPE and your employer
- contains many of the terms and conditions of your work, including wages, vacations, leaves of absence and job security
- contains a grievance process to be followed if a dispute arises over whether the rights of a member, the union or the employer have been contravened
- you should read it: arbitrators will deem an employee to know her/his collective agreement
- ask a union rep if you need help understanding anything in your contract
- find your collective agreement on your Local page of the NSUPE website: www.nsupe.ca



Wilson

THE UNION CONTRACT PROTECTS
YOUR RIGHTS. READ IT!

Collective bargaining

- is the process used to negotiate a collective agreement
- usually occurs every three years or so
- you will have input on which members of your Local represent you during collective bargaining, into the initial bargaining proposals and will be kept informed as negotiations proceed
- no collective agreement can be entered into until the Local membership has voted by secret ballot to accept a contract offer

Dues

- 1.35% of your regular pay
- e.g. someone earning \$40,000/yr. pays \$19.23 bi-weekly
- deducted automatically by employers
- tax deductible
- dues from all members are pooled so that all NSUPE members, no matter what size their Local, can have the same representation
- Local 14 at Halifax Public Libraries collects a small additional amount in dues for a social fund

Professional help

- NSUPE contracts with a law firm to provide Business Agent (human resource) and legal services
- a Business Agent/Lawyer assists with your Local's collective bargaining and is knowledgeable about all aspects of labour law
- if you need help with a workplace issue, you can contact either a member of your Local Executive or a Business Agent/Lawyer
- NSUPE also has an administrative staff person who looks after NSUPE's bookkeeping and membership database

Contact the union

Please contact the union if:

- your employer calls you to a meeting and tells you that you have a right to have a union rep. present (because that almost always means something serious is happening)
- you have questions about anything in your collective agreement
- you have a problem at work that you would like some advice about

You can contact any member of your Local Executive or the Union office

Contact info

Office address:

103 Thorne Ave.

Dartmouth, NS, B3B 0A4

T. 902-422-9495

F. 902-454-4924

E. nsupe@ns.sympatico.ca

W. www.nsupe.ca

Business Agents/Lawyers: 902-422-6055

Participate



- you are the Union – the Union is only as strong as its members
- keep tabs on what's happening by reading bulletins sent by the Union and checking NSUPE's website regularly (www.nsupe.ca)
- attend membership meetings
- you have a say over:
 - who represents you on your Local Executive, your Negotiating Committee, Executive Council, and at Convention
 - what negotiating proposals are put forward to your employer and whether a collective agreement is accepted or amendments are made
- there are lots of opportunities to be a union rep. by serving on various committees – everything from Health & Safety to the overall Executive

You're part of something bigger

- NSUPE is affiliated with the Confederation of Canadian Unions (CCU)

<http://www.ccu-csc.ca/>



- unions have historically gained many improvements for workers -- vacations, safety standards, pensions, and decent wages to name a few
- but there's still more to do. Check out [Together Fairness Works](#)

Again, welcome!

- we're very happy to have you join us
- together we have a voice; together we are stronger

