CUPE 2081

ON THE FRONT LINE

Dear Member,

Your union is here for you.

As your elected executive, we are committed to representing all members with fairness, integrity, compassion, and transparency. We will continue to advocate for your rights, hold our employer accountable to our Collective Agreement, and work toward improvements that benefit our members and their families.

But the true strength of our union does not come from any one elected representative or executive committee. **It comes from you, our members.**

A strong union is built through participation, connection, and the willingness to stand together. Whether you attend a meeting, join a committee, become a shop steward, support a coworker, or simply take the time to understand your rights under our Collective Agreement, you are contributing to the strength of CUPE 2081.

We encourage you to ask questions, share your ideas, and become involved in whatever way feels right for you. Your voice matters, your experiences matter, and your participation helps shape the future of our local.

Above all, we want you to know that you are not alone. You are part of a community of coworkers who believe in looking out for one another and standing together when it matters most.

Welcome to CUPE 2081. We are stronger together, and together we can make a difference.

Yours in solidarity,

Milo Anstey
President- CUPE 2081

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CUPE 2081 Factsheet

What is a union?

A union is an organization of workers that collectively represents the interests of its members, primarily in negations with employers regarding wages, benefits, and working conditions.

What is a Collective Agreement?

A collective agreement is a contract between an employer and its employees (the union) that lays our agreements on wages, benefits, working conditions, and other matters. A collective agreement is renegotiated after it expires. If a new agreement is not reached before it expires, the terms of the agreement continue to apply until a new one is signed.

What is CUPE?

Canadian Union of Public Employee is Canada's largest union, with the 800,000 members across the country. CUPE represents workers employed by governments, nonprofits, other government organizations, and other public bodies like libraries and schools.

What is CUPE local 2081?

CUPE 2081 is your local chapter of CUPE founded in 1974. Our local is a branch under CUPE BC, which is affiliated with CUPE National.

Territorial Acknowledgement
The officers and members of CUPE 2081 respectfully açknowledges that our campuses and homes are situated on the unceded territories of the Lək^{w}əŋən (Songhees and Kosapsum) and W̱SÁNEĆ peoples. We honour their knowledge and strive to continue to work on the journey of reconciliation.

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What the Union Can Do for You

- Advocate on your behalf in performance management, disciplinary, or termination meetings
- Hold the employer accountable to following established rules and negotiated collective agreements by filing grievances when the employer violates your rights
- Negotiate fairer rules through collective bargaining (better wages, working conditions, job security, and benefits)
- Hold labour management meetings with the employer to discuss workplace issues, clarify provisions of the collective agreement, address safety concerns, resolve problems proactively, and enhance communication for improved collaboration
- Provide opportunities to connect with other members in community for socializing and political action

Reach out to the Union if You:

- Have been asked by the employer for a meeting that is or may be disciplinary
- Believe there has been a violation of the Collective Agreement, BC Employment Standards Act, or Charter of Rights and Freedoms
- Are being asked to perform tasks or duties that are not in your job description
- Have a health or safety concerns
- Need to update your contact information with us
- Want to volunteer for union initiatives or to run for election for the union executive team

The employer cannot prohibit you from contacting the union. You may excuse yourself from any meeting to make this contact and can decline to speak with the employer until you have spoken with union representatives. Politely explain that you are happy and willing to cooperate but would first like to speak to your union representative.

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Contacting the Union

Email cupe2081@camosun.ca or call (250) 370-3665 to get connected to union representation. Offices are located at Lansdowne Campus Young Building 224.

How the Union Contacts You

The union will contact you to update you about upcoming meetings, bargaining and social events by email and can also be viewed on our social media (Facebook and instagram) as well as the local's website. We will receive your contact information from the employer, but if your contact information changes or would like to provide an alternative email, please follow the link to fill out the contact info update form. This helps us have a way of contacting you in the event of a strike where folks do not have access to the employer email system.

Getting Involved

Why Get Involved?

Your union works best when members get involved. By participating, you gain a voice in decisions that affect your workplace and the people you work with. Visit our website 2081.cupe.ca and brush up on our bylaws to learn more.

Union Membership Meetings

Membership meetings are a chance to keep up on what the union is working on and to have your voice heard. Topics of discussion at membership meetings can include bylaw changes, budgets and spending, strategic planning, and bargaining updates. Elections for vacant positions on the union executive team also take place at these general meetings.

CUPE 2081 membership meetings are split between the Interurban and Lansdowne Campus unless otherwise specified to be held online via the Zoom platform.

Joining a Union Committee

The union has a number of committees that members may be able to join. Please contact us to find out more about committees and vacancies. Some CUPE 2081 committees open to members include:

- Joint Occupational Health and Safety Committee

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EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

MARK HANCOCK
National President

CANDACE RENNICK
National Secretary-Treasurer