

CUPE LOCALS AT WORK

Making Decisions

Participation and democracy are key features of CUPE locals. Each CUPE local elects their own executive officers, shop stewards, and any committee members that the local requires. Locals are assigned a Union Representative to assist them in their work.

- Each CUPE Local develops a set of by-laws to guide their local and these must be compatible with the CUPE National by-laws that govern all of CUPE. A National Convention is held once every two years to debate and pass policy and constitutional resolutions as well as to elect the National Officers and National Executive Board members.
- Full affiliation to CUPE National, CUPE Saskatchewan, the appropriate provincial occupational sector group and to the Saskatchewan Federation of Labour costs about 1% so dues collected above that are retained by the local for its use.
- The local makes its own decisions about dues and how it will spend its money. In order to carry out the affairs of the local, it is recommended that locals set their dues structure at 1.5% to 2% of regular wages.
- Union dues are tax deductible.

The Bargaining Process

The Negotiating Committee is elected by the local membership and they are joined by the Union Representative assigned to their local to assist them in fulfilling their mandate to negotiate a collective agreement.

- Bargaining proposals are drafted based on members' requests, discussions at membership meetings, research of other agreements and suggestions by the Union Representative. The final package of proposals is endorsed by the membership.
- When a tentative agreement is reached between the Union Negotiating Committee and the Employer, it is brought to the membership to be voted on.
- The time it takes to negotiate a first collective agreement varies and depends on any number of factors.

Resources

CUPE has terrific resources available for its locals. There are offices in Regina, Saskatoon and Prince Albert with 17 Union Representatives, 4 specialized staff (communications, education, research and legal) and a Regional Director with coordinating responsibilities.

- CUPE National administers a National Defense Fund for locals and provides assistance in areas such as health and safety, equity and job evaluation.