

CUPE Local 5265

Part-Time Faculty Employees | King's University College at Western University

Welcome Package

Welcome to the Canadian Union of Public Employees (CUPE), Local 5265, the Union that represents all persons employed as part-time faculty members at King's University College, in London, Ontario, to teach degree credit courses. As a Part-time faculty at King's College, you are also a union member of CUPE 5265.

The CUPE 5265 Welcome Package includes a number of documents and links helpful to all new members of our local and CUPE in general. It includes:

- Information about CUPE 5265's 2018-2021 Collective Agreement
- Information about CUPE 5265 Bylaws
- Selected Benefits and Rights You Should Know About
- List of Executive Board Members
- CUPE 5265 FAQs
- Contact information

For more information about our local please visit our website: <http://5265.cupe.ca/>

CUPE 5265 Collective Agreement

The Collective Agreement is the contract between the union as bargaining agent and your employer. It covers such issues as wages, working conditions, benefits, rights, and procedures to be followed in settling disputes.

Members are strongly encouraged to read their Collective Agreement, which can be accessed at <http://5265.cupe.ca/resources/collective-agreement/>

If you have trouble understanding anything in your Collective Agreement, your Steward(s) would be more than happy to assist you. You can also contact the union office if a Steward is unavailable.

Here are some examples of what you'll find in your Collective Agreement:

- Details of hiring process
- Details of sick pay/benefits
- Details of vacation and vacation pay
- Calculation of seniority
- Conditions for leaves of absence
- Grievance procedures

CUPE 5265 Bylaws

CUPE 5265 is governed by CUPE Ontario Constitution and CUPE National Constitution, and operates within the guidelines set out in the Bylaws. You can access the Bylaws at <http://5265.cupe.ca/resources/local-5265-bylaws>

Here are some examples of what you'll find in your Bylaws:

- Membership Meetings
- Executive Board
- Nomination, Election, and Installation of Officers
- Fees, Dues, and Assessments

Selected Rights and Benefits You Should Know About

Leaves: You are entitled to a number of paid, partially paid and unpaid leaves, including sick leave, compassionate leave, and pregnancy/parental/paternal leaves. Details of these can be found on pages 22-26 of the Collective Agreement.

Pension Plan: You may join the University Pension Plan if you a) have earnings of not less than 35% of the Year's Maximum Pensionable Earnings; or b) have completed 700 hours of service with the College (see Article 17 of the Collective Agreement).

Employee Assistance Program (EAP): You have the right to access the King's College's EAP should you have personal difficulties (including physical, mental, emotional, marital, family, alcohol, drug, or financial problems), and seek support and assistance. The EAP offers a free confidential and professional counselling service and can be reached at 1-877-433-0901 during the daytime and at 1-800-668-9920 after hours.

Progressive Discipline: You have the right to be informed of any problems regarding your work performance and must be given the opportunity to respond to and address any problems raised. You have the right to Union representation in any disciplinary meeting (see Article 10 of the Collective Agreement).

Grievances: Every employee has the right to file a grievance if they believe that the Collective Agreement has been ignored or if they wish clarification on a workplace situation. The grievance procedure is there to allow you to question the way the Collective Agreement is being administered. All enquiries are held in strict confidence and we will not file a grievance without your explicit consent. Many issues can be resolved without the initiation of a formal grievance. Please contact the Union with any concerns. (See Article 8 of the Collective Agreement.)

List of Executive Board Members

- **President**
 - Mitch Rowat
 - Email: mrowat1@gmail.com
- **Vice-President**
 - Neisha Cushing
 - Email: neishalynnec@gmail.com
- **Chief Steward**
 - Ruth-Elen Tisdale
 - Email: ruthetisdale@outlook.com
- **Treasurer**
 - Melanie Stone
 - Email: melaniestone570@gmail.com
- **Recording Secretary**
 - Charles Burnetts
 - Email: charles.burnetts@gmail.com
- **Stewards**
 - Michael Courey, mcourey82@gmail.com
 - Valérie Prat, valyprat@yahoo.fr
- **Membership Outreach Officer**
 - vacant
 - Email:
- **Trustees:** vacant

New Member Contact Information

If you are a new member, please consider contacting the Executive and supplying a non-work email, such as gmail.

Why do I need to use a non-UWO email address to get union updates?

There are a couple of reasons:

- It's more confidential, as the employer has access to all the emails you send with their email service.

- If we ever need to go on strike we need to have a way to communicate with each other that we have control over. If we rely on the email service the employer provides, it may become harder for us to organize.
- Simply, UWO emails should be used for UWO business.

CUPE 5265 FAQs

What does it cost?

Running a union does cost money. We pay legal fees, particularly for representing members through the grievance and arbitration process; set aside funds to provide our members with strike pay, in the event of a strike or lockout; and mail information to our members. We also contribute financially to CUPE National and CUPE Ontario.

As a member of a CUPE 5265, 1.8% of your salary will be deducted for Union dues. You never have to write us a cheque – your dues come directly off your pay in the same way as CPP and EI premiums are collected. All part-time faculty become and remain members in good standing of the Union within thirty (30) days of employment.

It is also important to know that the union is not an organization you pay to do things for you; it is not the same as a lawyer or a real estate agent or similar professional. The union can act on your behalf, but the union is only as strong as its members. The dues provide infrastructure and resources that can help you organize around what you and your fellow members want. The real power of a union is people working together as a group to advocate.

How does CUPE 5265 work?

CUPE 5265 is run by the members for the members. It is a democratic organization. The Executive of CUPE 5265, which makes the day-to-day decisions, is elected through a vote of the membership every two years. Major decisions, such as whether to accept a union contract, called a Collective Agreement, are made directly by a vote of the membership. The Executive Board consists of six officers: President, Vice-President, Chief Steward, Secretary-Treasurer, Recording Secretary, and Outreach Membership Officer. The Executive Board meets at least eight (8) times per year and their recommendations are forwarded to the General Membership meetings.

There are various ways members can participate in the union. Members volunteer to serve on committees, including the Social Committee and Health and Safety Committee. We also have members who serve as union Stewards. CUPE 5265 has one Chief Steward and two Stewards. Stewards stand as the first line of defence when a problem occurs. A Steward is the person to see when you have questions about your rights or questions about the union. We also have regular labour-management meetings where issues outside the contract are resolved. As a labour-management committee member, you would canvass other members regarding issues of concern. Members can also participate in CUPE 5265 by attending the regular membership meetings which are usually held in late September/early October, late January, and April. Notice of each regular meeting will be given to members at least seven (7) days in advance.

Please contact the Union if you would like to become a Union Steward or join the Union committees.

CONTACT US

This Welcome Package is intended as a brief introduction to CUPE 5265. If you have any questions or comments, please talk to your Steward(s) or contact us directly at:

- cupelocal5265@gmail.com
- CUPE 5265 Office BH101
- 519-433-3491 x4709