



# CUPE passes all the tests for university employees

## An experienced union for university employees


 The Canadian Union of Public Employees understands the special needs of university employees because we've had lots of experience in representing them. More than 16,000 Canadians employed by over 50 universities and post-secondary institutions from University of Victoria to Memorial University in Newfoundland are CUPE members. In all, CUPE represents 300,000 Canadian public employees. This gives CUPE the strength, expertise and experience to effectively represent university employees.

## A democratic union for university employees

 In CUPE, you and your co-workers form your own autonomous local union. You're running the show. Every member has a say in union decisions. You'll elect your own executive officers, set your own bargaining goals and establish your own dues.


But you won't be alone. You'll have the backing of trained, professional CUPE representatives who are on call full time. These specialists help to negotiate agreements, see that your complaints are handled properly and help university employees win the wages, working conditions and fair treatment they need and deserve.

## An equal opportunity union for university employees

 Since it was formed, CUPE has been a leader in the fight for equality of opportunity and treatment for women workers. A full-time equal opportunities officer, supported by women's committees in every province, works to bring women's issues to the bargaining table. CUPE locals have negotiated equalization of base rates, sexual harassment clauses, parental leave, language on technological change, work-site child care, and clauses that release pregnant women from VDT work.


CUPE also has a National Task Force on Women which helps women become more active within CUPE itself.

## A union with services for university employees


 Backing up the CUPE national representatives and the members they serve are a team of specialists with particular skills. These include experts in research, law, worker education, public relations, organizing, job evaluation and occupational health and safety. These professionals can provide advice and assistance for day-to-day union activities and bargaining situations. For example, CUPE's computerized information bank allows CUPE members to quickly find out the wages and contract articles of employees in dozens of universities across Canada and compare them with other CUPE-represented clerical workers.

In addition, CUPE locals receive a regular flow of newsletters and journals to help keep members up-to-date on areas of interest to trade unions.

## An affiliated union for university employees

 A CUPE local is immediately affiliated to the Canadian Labour Congress and is eligible for affiliation with the BC Federation of Labour and the Vancouver District Labour Council. These national, provincial and municipal organizations offer locals access to research, information, education and the support of other trade unions.

## A growing, all-Canadian union for university employees

 CUPE is an all-Canada union that represents only public employees. We understand the special problems faced by public employees, and we have the resources to support them. A dynamic, progressive organization, CUPE is growing at the rate of 1,000 new members a month — a sign of the trust public employees put in CUPE.

The Canadian Union of Public Employees

