



**CHOOSE
CUPE**

Our strength

In CUPE the members are in charge. Each CUPE local decides its priorities for bargaining, when to settle a new contract, and how to manage funds.



CUPE's strength comes from individual members working toward common goals. Together we maintain and improve wages and benefits, improve health and safety conditions, and make your workplace better.

There are over 680,000 CUPE members in Canada, and that number is growing constantly. Most of our members work in the public service. We have members working in child care, communications, education, emergency and security services, energy, health care, libraries, municipalities, post-secondary, social services, and transportation.



What services are provided?

Being a CUPE member means you have the materials, information, programs, and the staff expertise needed to meet the employer on equal terms, and negotiate better working conditions.

Our services

Each member has the assistance of a CUPE national representative. Representatives provide assistance with collective bargaining, grievances, health and safety, arbitrations, and other work-related issues.

Our staff also includes specialists who provide members with expertise in labour law, research, education, communications, job evaluation, human rights, health and safety, and technology.



What is a collective agreement?

A collective agreement is a contract negotiated between union members and their employer. It outlines your wages and working conditions. It is signed by your employer and voted on by your CUPE local membership.



CUPE members decide what to propose to the employer. Your collective agreement can include provisions on wages, benefits, vacation and holidays, hours of work, protection from discrimination and harassment, overtime premiums, job protection, layoffs, and the right to union representation.

CUPE members are always backed by the resources needed to improve working conditions, and with our no-concessions bargaining policy, we always ensure CUPE members are moving forward, not backward.



An inclusive union

CUPE strives to reflect the diverse communities we work in. A diverse membership representing people of different racial backgrounds, Aboriginal people, women, LGBTQ2+ people, and people with disabilities is essential to keep our union strong.

We represent all kinds of workers: full time, part time, temporary, casual. Whether you're just starting a new job, or you have decades of experience, CUPE offers services that help you get ahead.

What about dues?

CUPE locals set their own dues rate. Locals must collect a minimum of 0.85 per cent of regular wages in dues. After that, CUPE members vote to decide how much their local will collect above the minimum, and how their local will spend the funds.

The minimum dues amount is sent to CUPE National, and used primarily to hire specialists in labour law, research, education, communications, job evaluation, human rights, and health and safety – the staff who support locals in bargaining and enforcing collective agreements. These funds ensure all CUPE members have the resources they need to improve their working conditions and wages.



NATIONAL EXPENSES



- 11% Administration
- 6% Materials
- 3% Union affiliations
- 10% National Defense and Strike fund
- 70% Staff

LOCAL EXPENSES



New locals are expected to have dues remitted upon certification, which will allow new locals to begin fully participating in union life.



Union dues are one hundred per cent tax deductible

Any amount above the minimum remains with your local. These funds cover the cost of daily operations, like an office, a local newsletter, and other expenses. They can also cover the cost of members receiving union education and training, or attending conventions.

Canada's largest union has an office near you

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Find out more at cupe.ca/join

