

CUPE/OSTU PROTOCOL

The CUPE/OSTU Protocol is intended to facilitate the resolution of inter-personal conflict. The protocol is not meant to replace any rights or obligations workers have under their Collective Agreements.

Please contact your Union's Executive, Shop Steward or Staff Representative to be sure your situation is covered by the protocol before proceeding.

STEP 1: Should a concern or dispute arise between a member of CUPE and OSTU, both members are encouraged to resolve the matter between themselves.

STEP 2: Should the matter not be resolved at Step 1, the member may request the assistance of the Shop Steward and/or Staff Rep, who shall arrange a meeting with the parties and attempt to resolve the dispute.

STEP 3: Should the matter not be resolved at Step 2, the member may request a joint CUPE/OSTU Dispute Resolution Committee to assist in a resolution. The Dispute Resolution Committee shall be the CUPE President plus one designate and the OSTU President plus one designate.

STEP 4: If the matter is not resolved at Step 1, 2 or 3, the member and his/her Union representative may, only after advising the other of his/her intention to do so, meet with the principal or a supervisor to discuss the difficulty.

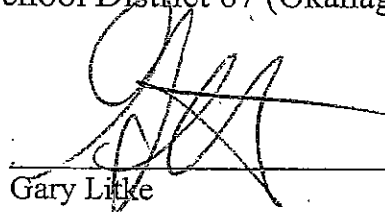
NOTE: Teachers do not evaluate CUPE members, however, the instructional supervision of Educational Assistants is allowed for under Article A.27.2 of the Collective Agreement between OSTU and School District 67 (Okanagan Skaha).



Terry Locke
CUPE President

SEPT. 23- 2004

Date



Gary Little
OSTU President

Sept 23, 2004

Date