

COPE

The Canadian Office and Professional Employees Union (COPE) is a dynamic and well established Union that represents approximately 35,000 members in 49 locals across Canada.

COPE is dedicated to its membership and their representation. Our goal as your union is to ensure that all of our members are informed, represented and respected in the workplace. COPE represents workers in various public and private sectors such as Health Care, Education, Financial Services, Labour Organizations, Non Profit and Government Agencies.

COPE strives to obtain the best possible standard of living for our members through above average collective agreements and superior representation.

Our contracts are workplace specific and aim to meet your needs as a worker in your workplace. We negotiate with worker representation to ensure your contract covers all aspects specific to your workplace.

Tired of hearing “NO”? Check out this information package and see why you should say “YES” to **COPE** and a better standard of living for you and your family.

Goals and Objectives of COPE in Ontario:

- To promote unionization;
- To protect and champion the legitimate struggles of the members and employees towards achieving economic well-being, and to safeguard their social rights and their rights as workers;
- To oppose all forms of discrimination;
- To develop an education program;
- To provide our Local Unions with resources and services.

WHY JOIN COPE?

COPE will provide you with a legally binding Collective Agreement that will govern the terms and conditions in your workplace such as:

- **Improved working conditions**
- **Language to eliminate favouritism**
- **An avenue for improving wages and benefits**
- **Proper job postings, transfers, etc. where seniority governs**
- **Representation by experienced and qualified COPE staff**
- **A grievance procedure that allows employees a legal avenue to challenge unfair decisions by management**

The Difference between being in a Union vs. Non-Union

- **Negotiations and Arbitration**
COPE members elect their negotiating committees to negotiate their terms and conditions of work including issues involving workload, health and safety, hours of work, etc. Members participate in the process by submitting proposals to their bargaining committee.

- **Solidarity through Affiliation**
COPE recognizes the commonality of issues that affect all working people. COPE actively works in coalitions with the trade union movement as a whole, to give members a voice in determining government policies in the community and province.

- **Strength in Millions**
COPE members in Ontario work in solidarity with 3.2 million workers across Canada through COPE’s affiliation to the Canadian Labour Congress (CLC).

BOTTOM LINE - COPE provides its membership with a better standard of living than non-unionized workplaces.

FREQUENTLY ASKED QUESTIONS:

- **Who can join COPE?**
Every person has the legal right to join a union according to Section 5 of the Labour Relations Act (LRA). The LRA also contains certain exceptions that exclude employees who exercise managerial functions.
- **What are COPE union dues?**
The amount of dues paid to COPE is established by individual locals. Local members are entitled to vote on the rate or any changes to the rate. The amount of dues paid to each local may be based on a percentage (%) or on a flat dollar amount. **All union dues are tax deductible.**
- **Will I have a voice in union decisions after our workplace is unionized?**
YES!!! COPE is a membership driven organization. All decisions affecting COPE are made by the membership. All issues affecting membership are decided in a democratic manner.
- **Can I be fired for joining the Union?**
NO!!! The Labour Relations Act gives you the right to join and be represented by a Union of your choice. An Employer may not change the way it treats workers for engaging in union activity. This means that your employer *cannot* reduce your hours of work, discipline or fire you, or discriminate against you in any way because you decided to join the Union.

WHAT ARE YOU WAITING FOR?

**CONTACT THE COPE
ORGANIZING DEPARTMENT
TODAY AND SEE WHY
COPE SHOULD BE
YOUR UNION!**

Online:

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Email:

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**ALL INQUIRIES ARE STRICTLY
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WELCOME TO OUR UNION

Canadian Office & Professional Employees Union