

CUPE/NOSTA Protocol

The following was agreed to as a protocol by NOSTA and CUPE as a means of resolving disputes between CUPE and NOSTA members:

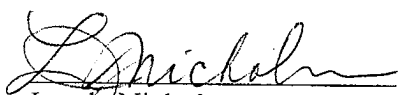
Step 1: Should a concern or dispute arise between a member of CUPE and NOSTA, both members are encouraged to resolve the matter between themselves.

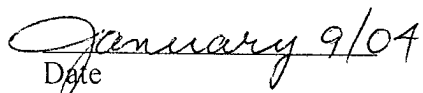
Step 2: Should the matter not be resolved at Step 1, the member shall request the assistance of the Shop Steward and/or Staff Rep, who shall arrange a meeting with the parties and attempt to resolve the dispute.

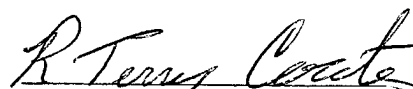
Step 3: Should the matter not be resolved at Step 2, the member may request that a joint CUPE/NOSTA Dispute Resolution Committee assist in a resolution.

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 intent to do so, meet with the principal or supervisor to discuss the difficulty.

Note: Teachers do not evaluate CUPE members. The evaluation of CUPE personnel is the responsibility of the employer and shall not be delegated to teachers. Teachers may be consulted in the evaluation but any questions asked shall be objective and not subjective or evaluative in nature.


Lynda Nicholson
(NOSTA)


Date


Terry Coates
(CUPE)


Date