



BTA/CUPE Agreement

At the BTA General Meeting of November 2, 2010, the following motion to adopt the following joint BTA/CUPE Code of Ethics for dispute resolutions between members of the two unions was passed:

The Framework:

When a conflict arises between a member of CUPE and a member of the BTA, both Unions agree that it is in the best interest of members to follow this process. Members of each Union will discuss criticisms related to the work of members of the other Union in private with the member concerned, and only then, after informing the member of the intent to do so, will initiate the following process:

1. Contact their Union for advice as soon as possible. The matter will remain a confidential, private matter between the members involved and the Unions. It will not be discussed with other members or with administrators.
2. The Unions will advise members as to the ethical protocol and discuss the specifics of the situation. The recommended steps proceed as follows:
 - a) Discuss the matter with the other person, and not with any other member of either Union or with an administrator.
 - b) If there is no resolution, or if the individuals are uncomfortable meeting alone or with one another, discuss the matter in confidence with a Staff or Union Rep. If the members are uncomfortable meeting together, and if all members give consent, Reps may meet without the members.
 - c) If no resolution, request a four-way meeting with a BTA and CUPE Rep and the members.
 - d) If there is no resolution, then mediation will be suggested.
 - e) If there is no resolution after step 'd', or if mediation is refused by either party, the choice may be made by BTA/CUPE Table Officers to take the concern to administration. After that, outcomes would then be up to the Board, and might include a transfer, mediation, or other measures.

Both parties agree to bypass this protocol if the Local Presidents agree that there are health and safety or legal ramifications for any of the parties. This agreement does not exclude the possibility that either Union or a member may decide to pursue a matter based on harassment language in their Collective Agreement.

A complaint must come to the Union within a year after an incident or circumstance, and relate to someone with whom the member still has contact during their work day.

November 2, 2010