

CUPE 4177 Member to Member Conflict Protocol



CUPE 4177 members are a united collective of workers employed by SD 91 Nechako Lakes. By mediating conflicts outside of the purview of administration, we strengthen our solidarity and promote a better working environment for all members, free from the fear of discipline or direction from management in a structured and confidential space.

This protocol does not negate the rights or obligations members have under the Collective Agreements, Code of Ethics, Labour Law or the School Act.

If you have an issue with another CUPE member:

1. Arrange to meet with the person, face to face, in a quiet location to discuss your concerns.
 - Express your concerns clearly and calmly. If either of you is angry or upset, you won't be able to solve anything.
2. If you feel unable to meet directly with the member, contact your site steward and ask them to
 - a. Set up a meeting with the three of you; or
 - b. Talk to the person on your behalf
3. If you don't have a site steward or don't feel comfortable asking them, contact a member of the executive (president, vice president, etc.) and ask them for help in resolving the issue.
4. Never take an issue with another member directly to management (or teachers) without talking to your Union executive first – involving management should be a "last resort."

Remember:

Most often, issues arise from misunderstandings – the other person may not realize they have offended you, OR you may have thought there was an issue when there wasn't one.

Benefits:

- **Early conflict resolution:** Addressing issues at the member-to-member level can prevent escalation and potential damage to working relationships.
- **Preserving workplace harmony:** By facilitating open communication, mediation with a 3rd person can help maintain a positive work environment.
- **Empowerment of members:** Members can take ownership of resolving their own disputes with the support of the union.

Your Union stewards and executives are here to help. They are experienced and knowledgeable in solving problems. Let them help you.