



Member Orientation Guide



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Introduction

Welcome to our union family and congratulations on becoming a member of MoveUP, the Movement of United Professionals. If you are a new member to our union, then congratulations as well on your new job.

As a member of MoveUP, you are not just part of a union. You're part of a collective. You join more than 12,000 other professional, skilled workers in many different industries including finance, insurance, transportation, utilities, and other office and professional sectors.

This guidebook will give you a brief overview of what it means to be part of our union and how you can play a role in guiding our union and improving work conditions for yourself, your colleagues, and others across our membership. As well, you will learn what our union's role is in the larger labour movement that works to strengthen workers' rights and support working people and their families.

For more information and for news updates, be sure to visit our website at moveuptogether.ca.

1) Our Mission, Vision, and Values

Our Mission

MoveUP unites professionals to champion and advance the rights, dignity, and respect of all workers.

Our Vision

By organizing and mobilizing workers to strengthen their rights and pursue social justice, MoveUP is the union of choice.

Our Values

As a progressive union, we provide a supportive and respectful workplace that enables the best performance of each staff member so that together we can:

- Activate our members
- Protect workers
- Promote solidarity
- Build a more just society
- Remove barriers to inclusivity



2) Connect with Us

[MoveUP's Member Portal](#) is where you can find all your information related to your membership, including lists of your local job stewards and executive councillors, active cases or grievances, as well as your active cases or grievances.

Your first step after joining our union should be to make a profile on our Member Portal at memberportal.moveuptogether.ca.

To learn more about setting up a profile on the Member Portal, visit moveuptogether.ca/resources/accessing-and-updating-info-on-the-member-portal.

Our website at moveuptogether.ca also provides information on how you can contact your union representative or one of our elected officials, including Table Officers and Executive Board members.

Follow us on social media

Facebook: [MoveUPTogether](#)

Twitter: [@MoveUPTogether](#)

Instagram: [@moveuptogether](#)

LinkedIn: [MoveUP, the Movement of United Professionals](#)

Our head office

#301 – 4501 Kingsway
Burnaby, BC V5H 0E5

Phone: 604-299-0378
Toll-Free: 1-800-665-6838
Fax: 604-299-8211

General email: outreach@moveuptogether.ca

MoveUP is headquartered on stolen land on the traditional, ancestral territory of the x^wməθk^wəyəm (Musqueam), Sk̓wxwú7mesh Úxwumixw (Squamish), səlílwətaʔ (Tsleil-Waututh) and qiqéyt (Qayqayt) First Nations.



3) The Role of Unions

We are often asked what unions do and why it is beneficial to be part of a union. This section helps to explain that.

Unions promote democratic and collective action to improve work conditions. At some point in time, workers at your workplace determined that they needed a collective voice to represent them in dealing with the employer and they organized with MoveUP to ensure they would always have someone to represent them.



Union membership at your workplace is determined by the job you have. Jobs that include union membership are known as part of the bargaining unit while those that are not part of the bargaining unit are referred to as *exempt positions*. When a new person is hired by your company, if the job they are hired to do is within the bargaining unit, then they must become a member of our union.

What does MoveUP help workers bargain for?

Unions like ours fight for better working conditions for our members. Each workplace is different, and when it gets close to the time for your workplace to negotiate for a new collective agreement, we ask you – our members – for your opinions. We usually have a good idea of the most pressing issues facing our member but, before we start bargaining for improvements, we seek your input to set our collective bargaining priorities.

These priorities include include things such as: wages, vacation days, working hours and conditions, overtime pay, job security, job postings and vacancies, many different kinds of leaves including maternity, parental, and compassionate care, medical and dental benefits, pensions, and fair representation and fair process.

What do I get by being a member?

Membership in a union is not like a gym membership or a shopper's club. Being part of a union is much more than that. It is about being part of a collective of likeminded individuals who want to see fairness in their workplace, and stand up for each other's rights not just in your own workplace but where other members are as well.

Unions are run by members, and that means members decide the direction. Everybody has a different comfort level of involvement in our union as well.

For instance, some members want to help their co-workers directly, so they volunteer to be a job steward. Others want to have greater involvement in bargaining or overseeing our annual budget, so they run to join our Executive Council or Executive Board.

Some members choose to volunteer for one of our committees or get involved in an even more public way by getting involved with our campaigns or even running for public office. Regardless of your comfort level, there is a place in our union for everyone.



Dues

Dues allow us to run our office and employ staff whose job is to support you and your colleagues. That support includes having professional negotiators at the table during bargaining. Throughout the term of a collective agreement, staff support members to make sure the employer is abiding by the agreement. If there is a dispute, staff represent and advocate for members and the union.

Dues also allow us to take on issues of importance to our members and to ensure our governance runs smoothly and efficiently.

Dues are used to pay the costs of grievances, steward education, and collective bargaining. We also use dues to pay for campaigns that fight against the threats to our members' jobs and the industries that our members work in. Dues are also to support other organizations that are campaigning for causes that support our members in the larger picture as well.

A portion of our dues also goes towards our Defence Fund. This fund covers the cost of arbitrations (which occurs if a grievance cannot be resolved directly with an employer), and supports members who have been locked out by their employer or have made the difficult decision to withdraw their labour, commonly known as a strike.

Strikes and lockouts are rare but, if they happen, our Defence Fund is there to provide some financial support.

This is just a small list of the important work that our dues money helps fund. Our annual Financial Report is available in our Local Voice magazine annually. You can find more information on how your dues work there.

As an added benefit, all union dues are tax deductible in Canada.



4) Our Living History

MoveUP's history dates back to the early 1900s when we began as a small social club at the British Columbia Electric Railway Company. That company was the predecessor for companies such as BC Hydro, BC Transit, TransLink and Southern Railway where we continue to represent members to this day.

Here are some other key moments on MoveUP's timeline:



1940s: Officially granted union certification from BC Labour Board under the name BC Electric Office Employees' Association

1955: Joined the U.S.-based Office Employees International Union (OEIU), splitting into a Victoria Local (Local 300) and a Vancouver Local (Local 378)

1961: Local 300 merged into Local 378. Our union gained 2,500 new members when BC Electric is merged into BC Hydro.

1964: Rebranded as Office and Technical Employees Union (OTEU).

1974: One year after its creation, workers at the Insurance Corporation of British Columbia (ICBC) certify to be members of our union.

1979: Transit workers at BC Hydro are transferred into a new division, which eventually becomes BC Transit.

1983: Operation Solidarity – a coalition of unions and community groups – is formed when the Social Credit government introduces – in a single day – 26 pieces of restraint legislation allowing governments to break collective agreements and dismiss employees without cause.

1996: Rebranded as OPEIU 378, matching the name as our international union – Office and Professional Employees International Union – which had changed names back in 1965. The delay was due to provincial legislation preventing unions from using “professional” in their title until 1996.

1999: Newly-certified members at BCAA begin a year-long strike for their first collective agreement.



2003: Our union helps form the Save the Track Coalition alongside community groups and horse-racing enthusiasts to save Hastings Racecourse.

2004: Canadian locals of the OPEIU declared autonomy, creating a new autonomous national union known as the Canadian Office and Professional Employees Union (COPE). As a result, we rebranded as COPE 378. Our national union was divided into four regions: Quebec and the Maritimes (Region 1), Ontario (Region 2), the Prairie provinces (Region 3), and British Columbia (Region 4).

2007: Our union launches a massive campaign around the issue of protecting public power and opposing costly, environmentally-damaging Independent Power Projects (IPPs). The campaign, known as Take Back the Power, helped raise awareness across B.C. of the economic and environmental problems associated with IPPs.

2009: COPE Local 15, the very first OPEIU international local in Canada, merged with COPE 378. This merger brought together the two COPE locals from British Columbia resulting in only one local in Region 4.

2015: To better align with our local's purpose and the evolving perception of our members, we rebranded as MoveUP, the Movement of United Professionals. We remain Local 378 of COPE, but we do businesses, and are publicly known, as MoveUP.

2018: Our union launches a major campaign to fight against the privatization of public car insurance in B.C. The campaign, known as Driving Public, exposed the former BC Liberal government's attempt to bankrupt ICBC, fought back against the private insurance industry's expensive campaign to destroy the public insurer, and helped spur B.C.'s provincial government to introduce a new car insurance model that enhances coverage for drivers, reduces costs significantly, and get the public insurer back onto stable financial footing.

2018: Our union launches a campaign calling on the Canadian government and Canadian Blood Services to end the discriminatory blood ban that refuses to accept blood donations from men who have sex with men.

2019: Our union becomes the first known union in Canada to publicly declare support for decriminalizing sex work.

2020: The global COVID-19 pandemic sees the temporary reduction in services where many of our members work. MoveUP launches campaigns to support members, particularly those working on public transit to call on increased provincial and government funding as well as to support the gradual reopening of Hastings Racecourse.

2021: A successful campaign to expand our bargaining unit at the TST-CF (a merger of Canadian Freightways and TST-Overland) results in new members in Quebec and Ontario joining our MoveUP local.

5) Our Social Campaigns

Unions across the world strike to help communities. Throughout their history, unions have fought for legal changes that would improve working conditions not only for union members but for all workers.

The rights that workers enjoy today in our society, including the five-day work week, 40-hour work day, parental leave, sick leave, and much more can be traced back to union and union activists fighting for change.

The progressive issues that we campaign for, together with our affiliates and partners across the labour movement, include things such as:

- Paid domestic violence leave
- Minimum wage increase
- Universal, affordable childcare
- 2SLGBTQIA+ rights
- Indigenous rights
- Women's rights
- Universal healthcare and pharmacare
- Education
- Paid sick leave
- Combatting the climate crisis



You can find out more about active campaigns we are running at moveuptogether.ca/campaigns.



6) Member Resources

Representation and Resolving Workplace Issues

At non-union workplaces, if your employer violates your contract – withholding salary or paying you incorrectly, refusing breaks, demanding unpaid overtime, etc. – you are left on your work to go up against the employer.

The workplace may have a Human Resources Department where you can lodge your complaints but, remember, that department also answers to the employers.

As a union member, we answer to you. If there is any issue at your workplace regarding any workplace issue, we are here for you.



Your job steward is your first point of contact. If your job steward is unable to resolve your problem, then they can escalate to a union representative from our office. Our union representatives work with MoveUP's elected officials and other professionals such as labour lawyers to resolve members' problems and ensure fair treatment.

Our union representatives all work as a team so even if the union representative for your particular bargaining unit changes periodically, that's just part of our process to ensure that all our bargaining units are appropriately covered based on staff available and workload.

Constitution, Bylaws and Other Resources

On our Resources page at moveuptogether.ca/resources, you will find links to different member resources including Member Guides, as well as copies of our Constitution, Bylaws and Policies.

Our Constitution provides an overview of the objectives of our unions, while our Bylaws are the nuts-and-bolts for the government of our members and the regulation of our affairs.

You will also find copies of our current policies.



Awards and Scholarships

MoveUP has several awards and scholarships available that may be open to members and/or their dependents. Visit moveuptogether.ca/resources to find out more.

Committees and Events

Members are invited to join committees based on their interest. Some committees are open to all members, while some are specifically designated for elected members. You can email a committee chair for more information.

To see our different list of committees, visit: moveuptogether.ca/about-us/committees/

Many of our committees also organize events for our members to take part in. When new events are scheduled, we will send out the information to our members via email.



7) How We Communicate with You

Emails / Bulletins

We commonly refer to our emails as bulletins. The original reason behind this is back when emails were not as commonplace, we would send notices out that we ask job stewards and other distributors in your workplace to physical put up on bulletin boards in your workplace.

We still ask for bulletins, especially critical ones, to be posted up on bulletin boards but you can just as easily access these in your email or by visiting your specific workplace page on our website.



We know sometimes many emails can be overwhelming, but we take great pride in keeping our members in the loop on all matters.

If you are not receiving our email, go to our Bulletin Resubscribe page to make sure you are still on our list: moveuptogether.ca/union-wide-bulletins/bulletin-resubscribe

Newsletters

We produce a weekly newsletter as well as a monthly newsletter to keep members informed of what is happening across our union, as well as other topics of interest across the labour movement.

The weekly newsletter is available by subscription at moveuptogether.ca/enews.

The monthly newsletter is sent out near the end of each month to all members.

Job Stewards and other elected members

Job stewards, executive councillors and executive board members are all elected to their roles in our union. They also work with you right in your workplace.

Job stewards are a great resource as they attend many meetings and trainings and can bring information directly back to you, as well as make sure you don't miss any important updates that have been emailed to you.



MoveUP website and social media

MoveUP's official website is at moveuptogether.ca. In addition to finding information on your specific workplace and resources for members, our website prominently features the work that we are doing on a public scale and our public-facing campaigns. You can also find a list of upcoming events on our website.

We are also active on social media where we share our own union updates, as well as share interesting and thought-provoking items related to our labour movement and the politics our members and workers. You can find us on social media at:

Facebook: [MoveUPTogether](#)

Twitter: [@MoveUPTogether](#)

Instagram: [@moveuptogether](#)

LinkedIn: [MoveUP, the Movement of United Professionals](#)



Regular mail

Occasionally, you may receive information from us via regular mail. These tend to be urgent or critical items regarding your membership or our union's activities. We encourage you to make sure your address is updated in our system by going to memberportal.moveuptogether.ca.

Local Voice members' magazine

The [Local Voice](#) is MoveUP's award-winning magazine. It is published three times a year and contains many human interest stories about our union, our members, and the labour movement as a whole.

We also publish our union's annual Financial Report in the [Local Voice](#), as well as information on our union's elections in the [Local Voice](#).

You can read current and past issues of the Local Voice at moveuptogether.ca/local-voice.



8) Membership Bill of Rights and Responsibilities

Members have the right to work according to the rules of the workplace – the collective agreement.

Members have the right to grieve if they believe the rules of the workplace have been broken.

Members have the right to expect that their grievances will be handled and resolved within the time limits of the collective agreement.

Members have the right to be updated, on a minimum of a monthly basis, regardless of progress, on the status of their grievance.

Members have the responsibility to report any violations of the collective agreement to their job steward or councillor.

Stewards and councillors have the responsibilities to investigate and respond to members grievances.

Stewards and councillors have the right to expect a response to phone calls, emails, and faxes within one business day from the union office.

Members, stewards and councillors have the right to expect out of office messages on email and voicemail if the union office staff member is unavailable.

If a member does not feel their concern has been addressed in the appropriate manner, they have the responsibility to first call their steward or councillor, then their board member, and then their vice-president to address the issue.

See MoveUP's Constitution, Bylaws, and other policies at:

<https://moveuptogether.ca/resources/constitution-bylaws-policies/>



9) Structure of MoveUP

MoveUP is a democratically-run union. That means all our members have a voice in how they want their union to be run. All of our union's officers are elected by members in their workplace. MoveUP's President, Executive Board, and Executive Council stand for election every three years. Job stewards are also elected from their work area.



Job Stewards

Job stewards are members who volunteer to be the eyes and ears of our union in their workplaces. Your local job steward can help you read and interpret your collective agreement and is your conduit to our union office.

Stewards look out for issues in your workplace, accompany members to disciplinary meetings, maintain union bulletin boards, and also file grievances with the support of union staff. Contact your vice-president if you are interested in volunteering. MoveUP provides ample training opportunities for job stewards throughout the year.

You can find your local job stewards on the [Member Portal](#).

Executive Council

The senior policy-making body of our union. Executive councillors are responsible for policy issues, the annual budget, and all major financial decisions. There is one executive councillor for every 80-100 members. Executive Council meets at least five times each year.



Councillors bring forward suggestions from job stewards and members on the ways our union can progress. These issues are debated at council meetings. Councillors also act as leaders among job stewards, helping recruit and advise job stewards in their constituency.

You can find your local executive councillors on the [Member Portal](#).

Executive Board

The executive management body of our union. The Executive Board meets monthly to discuss administrative and operational issues, as well as reports to Council on policy and financial matters.

The Executive Board suggests ways our union can improve its policies. Board members represent the interest of all members in their respective workplaces and also sit on union negotiating committees during bargaining.

The number of seats in the Board is proportionate to the size of our membership.

You can learn more about the current Executive Board members on [MoveUP's website](#).



Table Officers

The Table Officers refer to our President, Secretary-Treasurer, and three Vice-Presidents.

The President assigns all staff responsibilities, manages our union office, chairs meetings, and acts as our union's representatives to all outside organizations. Our three vice-presidents are elected to represent each of: ICBC, Utilities, and Combined Units.

The Secretary-Treasurer receives all funds of our union and maintains accounts, makes payments, and provides statements of accounts to Board and Council. They can also assume the duties of the President when directed to by the President.

You can learn more about the current Table Officers on [MoveUP's website](#).

Union Representatives

Union representatives handle complex grievances, keep members updated on grievance status, take members' cases to arbitration, and act as coordinators of bargaining teams during contract negotiations. They are full-time staff in our union office and they provide technical advice to job stewards and councillors, as well as teach new stewards how to handle complaints and stage one grievances.

You can find your bargaining unit's union representative by visiting your [Workplace page](#).

Office staff

MoveUP's office staff includes those who support other areas of our operations including administrative support, finance, membership services, health and safety, organizing, and communications.

MoveUP's non-managerial office staff are proudly represented by United Steelworkers Local 2009.

You can find out more about our staff on [MoveUP's website](#).



10) Conventions and Elections

Triennial Convention

Every three years, MoveUP holds a Convention to determine policy and political direction, consider changes to our union's constitution, and elect vice-presidents. MoveUP's Constitution defines Convention as "the supreme decision-making body of our convention."

Approximately 5-6 months prior to Convention, all members have the opportunity to submit policy resolutions for consideration at Convention. Resolution can include such things as:

- Getting our union to endorse a policy
- Getting our union to take an action (e.g. form a committee, hold an event)
- Getting our union to adopt a major policy change

The deadline to submit a resolution prior to Convention is communicated to members in the pre-Convention call, which goes out in the first edition of the Local Voice of the Convention year.

Three months before Convention, all members will receive a notice of Convention and information on how they can express interest in being a delegate. The rules for delegate entitlements can be found in the [MoveUP Constitution](#).



Elections

MoveUP's election cycle is every three years, with the elections for President, Secretary-Treasurer and Executive Board positions taking place one month prior to Convention, and the elections for Vice-Presidents taking place at Convention.

Executive Councillors are elected in the period in between Conventions.

Voting is based on what bargaining unit you belong to, and the geographical area you work in. All members in good standing are eligible to cast one vote each for President and Secretary-Treasurer.



11) Affiliations

MoveUP is a part of the labour community regionally, nationally, and internationally. We work with labour organizations at all levels with our overall goal to elevate working standards and workers' rights worldwide.

Regional

At the local level, provinces are divided into several Labour Council districts. Local labour council members elect their own representatives and work together on regional issues. They also decide if they want to endorse candidates in municipal elections by reviewing a candidate's application and interview them to determine their values and their commitment to labour issues.



When a local labour council makes an endorsement, MoveUP shares that information with our members who live in those areas.

Provincial

MoveUP is an affiliate union of the BC Federation of Labour (BCFED). The BCFED campaigns on many aspects of B.C.'s economy, fighting for improvements to skills training, employment standards, occupational health & safety, minimum wage, paid sick leave, and other issues that affect workers and their families in British Columbia.

MoveUP is also affiliated with the BC NDP. The New Democratic Party (NDP) has its roots in the labour movement and was built, in part, by unions and union members.

MoveUP's members proudly voted to continue our affiliation with the BC NDP although legislative changes introduced to elections campaign financing in 2017 limits our ability to directly work with the NDP especially during the election period.

Many of our members choose to volunteer their own time to support the NDP, both provincially and federally, throughout the year and especially during election time.

National

MoveUP is the largest local of the Canadian Office & Professional Employees Union (COPE-SEPB). COPE-SEPB has locals across Canada and our work with them recognizes our common interests with other office, technical, financial, and professional employees.

Our national union pays our per capita dues to the Canadian Labour Congress (CLC), making a MoveUP a member of the CLC as well. The CLC has millions of affiliates and represents an important voice on national labour and social justice issues, and campaigns to help get worker-friendly, progressive governments elected across the country.

International

Our national union is affiliated with three international union federations: IndustriALL, Public Services International, and UNI Global Union.

IndustriALL is dedicated to coordinating international solidarity and support for member unions during disputes, union-building in countries where unions are weak or non-existent, representing workers' interests at intergovernmental bodies such as the United Nations, and negotiating and monitoring global agreements with multinational companies to protect workers' rights.

Public Services International (PSI) promotes public ownership and management of public services. PSI is on the frontline of the fight against privatization, which serves the interest of the wealthy few at the cost of workers and our communities. PSI fights for equal access to quality public services – and for the labour rights of the workers who deliver them.

UNI Global Union brings together workers from over 150 different countries in the service economy to win better jobs and better lives. UNI helps workers build power by growing unions through organizing; protecting and expanding collective bargaining; and holding corporations and governments accountable to workers, not just an elite few.

12) Joining MoveUP

Most people become MoveUP members when they are hired into a bargaining unit. But our organizers are actively looking for new members at non-unionized workplaces to join.

If you know someone who works at a non-unionized workplace that would benefit from having representation by MoveUP, encourage them to visit moveuptogether.ca/join.

From there, they can get in touch with our organizers confidentially.



13) Glossary of Terms

Arbitration

A way of settling disputes between a union and an employer during collective agreement.

Bargaining unit

All the union members at a workplace, or a collection of workplaces, that share the same collective agreement.

Book-off

Time off arranged by our union for our member to work on union business where the member will get paid at their normal rate.

Collective Agreement

Your work contract negotiated between your employer and our union. The collective agreement sets wages and working conditions, and establishes the rights of both sides.

You can find a copy of your collective agreement by visiting your [Workplace page](#).

Distributor

A job steward who focuses on ensuring members in their workplace receive union communications such as bulletins. Their role includes printing bulletins to hand out to members or post on bulletin boards, or forwarding emails.



Excluded Employee

An individual in a unionized workplace who is excluded from union membership, usually a manager or if their job requires a guarantee of confidentiality with the employer (e.g. in-house counsel).



Good Faith Bargaining

Refers to both parties in bargaining (union and employer) demonstrating a willingness to meet at reasonable times to consider and respond to each other's proposals.

Neither party is allowed to undermine the authority of the other's representatives, such as by the employer trying to bargain directly with workers.

If not followed, a party may be accused of "bad faith bargaining" and may be directed to change their positions or actions by the Labour Relations Board.

Grievance

A grievance is initiated when MoveUP is aware of a violation in a collective agreement. The procedure of how to proceed in this scenario is laid out in your collective agreement. If you are aware of a violation of your contract, notify your job steward immediately. This is important because there may be time limits on when some violations are allowed to be grieved.

Job Action

Any form of protest by union members to object to an employers' unfair treatment or stance in contract negotiation. A strike is a form of job action, but is not the only one.

Other forms of job actions include: wearing a union button at work, handing out information to customers/clients, or refusing to work overtime.

The intent of job action is to demonstrate to the employer that the bargaining unit members are united behind their bargaining committee.



Just Cause

A type of proof an employer must produce before a tribunal to show that the discipline of a unionized employee is warranted and necessary.

The onus is on the employer to make their case, rather than an employee providing their innocence. By contrast, a non-union employee that is terminated without just cause is only entitled to notice and, occasionally, minimal severance pay.

A non-union employee does not have a union to represent them and to fight to help them get their job back or file a grievance on their behalf.



Labour Relations Board

The Labour Relations Board (LRB) is an independent, administrative tribunal with the mandate to mediate and adjudicate employment and labour relations matters to unionized workplaces.

These can include certifying union representation for a new bargaining unit, collective bargaining processes, and resolving disputes between employers and unions.

Each province has its own LRB and they are guided by the Labour Relations Code in their respective province.

Letter of Understanding (LOU)

Also known as a Memo of Understanding. An agreement, in writing, between an employer and union to an intended line of action. They are generally attached to collective agreements and carry the same force. They also often specify a termination date. When your collective agreement expires, its provisions continue until a new one is negotiated. However, actions and provisions of LOUs do not continue once the collective agreement expires.



Lockout

An extreme tactic undertaken by the employer which involves shutting workers out from being able to work. This may occur in cases where the parties are far apart in negotiations.

Mediation

A method of resolving collective bargaining or grievance issues that involves requesting a mediator step in and act as an impartial third-party.

A mediator promotes objectivity and compromise and does not make binding recommendations. Either an employer or union may apply to the Labour Relations Board Mediation Division for a mediator.

If mediation fails, the parties may move to arbitration or may consider other actions such as a strike by the union, or a lockout by the employer.



Memorandum of Agreement (MOA)

Similar to an LOU, it is an agreement, in writing, that is generally negotiated during the term of a collective agreement rather than as part of regular bargaining.

The MOA has the same force as the rest of the collective agreement, but often specifies a termination date and does not continue once the collective agreement expires.

Scab

A derisive term used to refer to a worker that crosses a picket line to perform bargaining unit work when there is a strike action occurring. Some provinces, such as British Columbia and Quebec, have laws prohibiting the use of scabs during a labour dispute.

A member of our union that crosses a picket line to perform bargaining unit work during a strike situation – whether that strike is within their bargaining unit or another within that workplace (e.g. members of another union are picketing that workplace) – is subject to disciplinary action including potential expulsion.

If a member is expelled from MoveUP, they will not be permitted to work in any bargaining unit positions represented by MoveUP in any workplace where we represent members.

Seniority

The length of continued service within a bargaining unit as a member of good standing of MoveUP.

In most collective agreement, seniority plays an important role in shift sign-ups, holidays, and advancement opportunities.

Unions fought long and hard to establish the principle of seniority in order to place a check on management favouritism and as a test for fairness in the workplace.