



New Member,

Welcome to the Canadian Union of Public Employees (CUPE) Local 2262! Local 2262 is a composite local comprised of many of the public services throughout our region including:

- City of Castlegar including RCMP Administration
- Castlegar & District Community Complex
- Nelson & District Community Complex
- Creston & District Community Complex
- RDCK Landfills and Transfer Stations
- Castlegar Community Library
- Castlegar Golf Course

Your position is part of the bargaining unit, if you haven't yet had the opportunity, we'd like to encourage you to become a sworn in member of CUPE Local 2262. This is done at one of our Regular Meetings for which you will find the details of in this package and on our website [www.cupe2262.com](http://www.cupe2262.com)

This information package has all the relevant information for you as a Bargaining Unit Member of CUPE Local 2262 that includes:

1. CUPE Local 2262 List of Executive Team and Committee Members
2. CUPE National Equality Statement
3. Land Acknowledgement
4. Meeting Dates for 2025
5. Information on the Employee Family Assistant Program (EFAP)
6. Endless Savings information
7. A New Member Brochure

As you are a member of a bargaining unit - your Union dues will be automatically deducted from your wages. This also means you are covered under the Collective Agreement (CA) between CUPE Local 2262 and your employer. The employer should have provided you with a copy of your Collective Agreement. If you have not received a copy of the CA please let us know. Your Collective Agreement outlines your rights and responsibilities as well as those of the employer. Please familiarize yourself with it as **YOU ARE THE UNION!**

You become a sworn in member once you attend a Regular Membership Meeting and take the oath of obligation. You will also need to complete New Member Form. A standard \$10 initiation fee has been waived.

Check out the Constitution and Locals By-Laws on our website. If you would like a hard copy, please let us know and we would be happy to provide one for you.

Please feel free to contact any of us at any time with any questions or concerns you may have. I look forward to working with you. Take care and again, welcome!

In solidarity,

**Dustin LePage**

President | [CUPE Local 2262](#)

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# Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behavior that creates conflict prevents us from working together to strengthen our union. As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behavior that undermines the dignity or self esteem of any individual or creates an intimidating, hostile or offensive environment. Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin. Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union. Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union. CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.



## LAND ACKNOWLEDGEMENT

CUPE local 2262 would like to recognize and acknowledge the traditional, ancestral, and unceded territories of the, Sinixt, Ktunaxa, Syilx and Secwépemc Nations where we live, learn, collaborate and work together.