

# LETTER OF UNDERSTANDING

between

The Nanaimo District Teachers' Association

and

The Canadian Union of Public Employees, Local 606

COPY

## Re: CUPE/NDTA Code of Ethics Protocol

The following is agreed to as a protocol by the Nanaimo District Teachers' Association and CUPE Local 606 as a means of resolving inter-personal conflicts between NDTA and CUPE members. The protocol is not meant to replace or supersede any rights or obligations members have under their Collective Agreements. It is noted that all members are committed to conduct themselves in a professional manner at all times.

- Step 1        Should a concern or dispute arise between a member of CUPE Local 606 and a member of NDTA, both members are encouraged to resolve the matter between themselves.
- Step 2        Should the matter not be resolved at Step 1, the member(s) may request the assistance of a Shop Steward and/or Staff Representative who shall arrange a meeting with the parties to attempt to resolve the dispute.
- Step 3        Should the matter not be resolved at Step 2, the member(s) may request the intervention of a joint CUPE/NDTA Dispute Resolution Committee to assist in achieving a resolution. The Committee shall comprise the NDTA President or designate and the CUPE Local 606 President or designate. The members involved in the dispute are encouraged to have an additional Union representative of their choice present at meetings with the Committee. At this step, mutually agreeable voluntary mediation should be considered as an option.
- Step 4        If the matter is not resolved at Step 2 or 3, the member and their Union representative may, after advising the other party of their intent to do so, meet with the Principal or Supervisor to seek resolution.

The parties have caused this Letter of Understanding to be executed this 24 day of January 2020 by affixing the signatures of their officers thereunto lawfully authorized in that behalf.

Signed for the Canadian Union  
of Public Employees, Local 606



Rob Zver, President

Signed for the Nanaimo  
District Teachers'  
Association



Denise Wood, President