



**Non-Union
Employment Standards of Alberta**

Employers signatory to CUPE Local 30 provide working terms and conditions that are at least as good, and many are much better, than are regulated by Alberta and Federal legislation.	<p align="center">Wages Benefits Working Conditions Health & Safety</p>	Non union employers rarely provide better working terms and conditions than what are regulated by Alberta and Federal legislation, and often ignore the requirements.
CUPE Local 30 is part of the CUPE union that represents large numbers of workers throughout Canada, and it uses all of its means to negotiate with its signatory employers periodically to get fair cost of living wage increases and better working conditions for its membership.	<p align="center">Raises Working Conditions</p>	Non union members are left to their own means to individually negotiate with non union employers to try and maintain overall substantially lesser wages and working conditions.
CUPE Local 30 members can go on legal strike in order to achieve better wages and working conditions.	<p align="center">Dispute Resolution Process</p>	Non union members have a choice of accepting what their non union employer provides them for wages and working conditions, or have the choice of leaving their employment.
CUPE Local 30 has access to a National Strike Fund that can provide substantial financial support to members when and if they have to go on strike to achieve a fair Collective Agreement	<p align="center">Support</p>	Non union employees are left to their own means when an employer refuses to provide fair and better wages and working conditions than such employees are seeking.
Local 30 provides well trained, knowledgeable representation to workers when an employer signatory to Local 30 violates the Collective Agreement or any regulated labour standards, utilizing a Dispute Resolution process regarding Grievances that members bring to their attention, at no cost to a member even when legal counsel is needed and used.	<p align="center">Voice/Representation</p>	Non union members are left to their own means to pursue Disputes with non union employers when their rights in accordance with Alberta and Federal legislation are violated, and more often than not, either do not pursue such disputes because they don't understand their rights or choose not to because they can not afford the costs of hiring legal counsel to represent them.
CUPE Local 30 members have numerous opportunities to take training at work and away from work to improve their skill levels so as to be able to advance into promoted positions based on the seniority they gain as they work.	<p align="center">Job Progression/Seniority</p>	Non union members cannot require non union employers to give them promoted positions based on any seniority even if they are able to find training that they are allowed to take time off to participate in so as to improve their skills, and they often are denied promotions when there is favoritism shown by non union employers towards some employees or prospective employees.

This is why your Union is Important!