



Now more than ever is the time to join COTAPSA

Did you know?

City Divisions were asked to find budget reductions for 2017, and with existing pressures that could mean a reduction of more than 5%?

From a staffing view that's 1 person out of 20 that could potentially be let go.

Budget cuts are coming and COTAPSA is the only group to help you if you get caught in some of the decisions that may be forthcoming.

A COTAPSA membership is \$12 per pay but after tax deductions the actual cost is closer to \$6 per pay. That \$6 gives you access to HR/LR expertise and advice... think of the thousands of dollars a lawyer might cost to represent you or what you might lose if you try to represent yourself.

That \$6 also gets you access to an organization that is constantly working on your behalf to improve working conditions. COTAPSA successfully litigated a settlement to <<<whatever that settlement was where all NU staff got the increase>>>>

COTAPSA is your professional association – we are here to speak for and represent you. Better to think of us as *employment insurance* like automobile insurance we are here to help if and if you have an issue we can help you get back on track....and if the worst happens, we'll help you get everything you're entitled to

Get peace of mind and don't hesitate join today

Don't just take our word – read what two members recently said!

1) *I had an opportunity to take advantage of the services of COTAPSA following my termination by the City. The staff was very supportive, compassionate and professional. The Human Resources Officer is an excellent communicator, has the drive to help and a great understanding in times of stress. I was so grateful for her efforts to effectively, efficiently and aggressively pursue my interests during the negotiation of my severance package. I strongly recommend non-union staff get acquainted with and join COTAPSA. It was a great help at no real cost. The membership fee was minimal compared to the time and effort spent by COTAPSA on my file*

2) COTAPSA helped me during and through a difficult life situation when I lost my job. Their staff walked me through a tough process, negotiating my package and standing with me representing my interests. I appreciated their professionalism and the sense of urgency and importance they attached to my issues and needs. Management jobs do not have much protection, as opposed to union ones, but COTAPSA helps protect rights and provides counselling where and when required. \\\

3) I have been a member of COTAPSA for approximately 15 years and recently reached out to them for help. I, and a group of other members in the Facilities Management Division, was successful in a job competition. Unfortunately, when we received our Offer Letters from Management indicating we were successful candidates in the job competition, we were also advised we were not entitled to a promotional increase in salary because our current salary was within the new salary wage grade. I then approached COTAPSA and explained I did not agree with Managements stance: that the promotional increase in salary was not entitled. COTAPSA agreed to look into the matter on our behalf. Within a few days, I was contacted by COTAPSA staff with the fantastic news that we were entitled to the 10% promotional increase. Without COTAPSA's assistance, we would not have received the 10% promotional increase.