

BRIEF OUTLINE OF THE ORGANIZATION OF A.U.C.E., B.C.G.E.U. AND C.U.P.E.

1. A.U.C.E.: Women control the organization of the union. Membership meetings provide an opportunity for members to discuss and vote on motions proposed by the union. The fact that A.U.C.E. is small means that both members and officers have a say in which policies are adopted. A.U.C.E. has a tradition of volunteering - members can become involved, serve on committees, in a way one does not see in big unions.

The officers are elected by the membership. Members also elect staff reps who can be recalled by the executive. Delegates to conventions are elected at the membership meetings.

2. A.U.C.E. bargains for similar groups as we know. Our collective agreement is very good and would still remain ours if we decide to merge. We have had success in negotiating good contract clauses (e.g. leave of absence without pay, maternity leave, sick leave, flex hours, vacations, and numerous items which protect the members such as retraining and hiring policies. Resources of a large union would be valuable, of course, in putting our demands to our employer but the strength of a union lies with its members supporting the demands, regardless of "who" we are.

B.C.G.E.U.: B.C.G.E.U. is composed of 14 components from various occupational groups. Members have much less input into union policies, because of its size and structure - staff people tend to major tasks. The officers are first nominated by local stewards at a delegated meeting and then union members choose their officers from those nominated. Staff reps are hired by the Provincial Executive. It would be up to the Provincial Executive to recall a staff rep. Delegates to conventions are elected by the local.

B.C.G.E.U. would encourage us to join their educational component which consists of similar groups, e.g. B.C.I.T., P.V.I. The master contract is a very good one and includes some clauses on technological change (A.U.C.E. will negotiate to obtain similar clauses for its members), Part A (100% coverage) with its Dental Plan. Again, we don't get benefits like this because we become part of B.C.G.E.U., however, there would be support for us to negotiate these benefits and protection.

C.U.P.E.: The organization is bureaucratic, which will limit members' input in some ways as with B.C.G.E.U. As women C.U.P.E. members, we would be participating in women's committees and caucuses in a male-dominated union. We'd be concerned with winning good clauses for women members as we have been doing.

The officers are elected by the local at a membership meeting. Business reps are hired by the national headquarters in Ottawa. They can be recalled (matter for executive to decide). Delegates to conventions are elected.

C.U.P.E. bargains for workers in the public sector including secretaries and clerical workers at U.B.C. (local 116). This local is in the process of negotiating a new contract, to replace the expired one. C.U.P.E.'s contract with 116 supports equal pay for work of equal worth (wage gaps between men & women were quite substantial in the past) Women workers stand to benefit from the equal pay for work of equal worth clause, and we would have to fight for this demand - again, it wouldn't come as part of a package deal. (A.U.C.E. would support a similar demand)

3. We would remain an independent union.

In B.C.G.E.U. we would be part of a composite local for workers in the educational component. We don't bargain as a component, however, each union bargains with its employer.

If the membership votes to succeed, there would be the option to join Local 116 on the campus or remain a separate local. The membership would decide which of these is in their best interests. We would negotiate as a separate local; with Local 116 if members vote for this - at any rate as a separate local. We would adopt the constitution and by-laws of C.U.P.E. on the date on which the joining is official.

According to Article 3.6 of their constitution, merging resolutions must be passed by a 2/3 majority of those in attendance at a special meeting involving all local unions.

4. The contract committee members elected by the local control negotiations. They decide on which proposals to take to the membership. Our local executive recommends whether or not to accept our contract offer. Then we take a strike vote.

In B.C.G.E.U. the staff rep is appointed to the Negotiating Committee. Staff people are assigned to negotiations (prepare material, do research). Members would not have a great deal of control with this system however, one should be aware of the Contract Review Committee which reviews negotiated contracts and decides whether or not they are acceptable (one bargaining unit cannot settle too low to the detriment of another). Sec. 7 of the constitution says that the President and General Secretary shall be members ex officio of each component negotiating committee.

5.

6. In A.U.C.E. each member pays an identical amount to the union for dues (\$12.00) Dues cover union expenditures, salaries, arbitrations, strike fund, (see the 1983 budget for more information).

Union dues would be 1% of a member's salary. Therefore, a sec. II would pay roughly \$14.52 if we go by A.U.C.E. pay scale. A clerk I would pay less and so on. 20¢ per month per member goes to the CLC as B.C.G.E.U. is affiliated with the CLC, and 50¢ per month per member goes to a strike fund (defense fund).

According to Section B.4.3, the regular dues of each member shall not be less than the national per capita tax. Dues structure is income-related and covers per capita tax, affiliation fees and funds necessary to operate their local or Provincial union.

7. We have a strike fund - this is according to our constitution. The amount which should have gone into it last year didn't because we were short of funds. The executive (prov.) decides to give strike pay to striking members.

In an interview with Jack Adams in 1979, it was mentioned that no local has ever been denied strike funds. This of course, is a worry when you join a large union. The 50¢ per member per month paid to the defense fund from dues goes into a strike fund.

?

8. A.U.C.E. is neither a member of the B.C. Federation of Labour nor the Canadian Labour Congress which is the "House of Labour" to which many trade unions belong. The CLC is active in organizing workers, providing educational materials, and is worthwhile to belong to.

B.C.G.E.U. is a member of B.C. Fed. and also an affiliate of CLC.

C.U.P.E. is an affiliate of CLC and a member of the B.C. Fed. of Labour.

9. A.U.C.E. invites speakers to its membership meetings, is supportive of shop steward workshops, supports day care for its members, has a joint committee with the university on V.D.T.'s, pays for courses taken by union members on labour-related issues at B.C.I.T. and the majority of its volunteers being women, are supportive of a host of women's issues.

B.C.G.E.U. has a women's committee but not all locals have elected representatives on this committee. We would, naturally, elect members to be active on B.C.G.E.U.'s women's committee. ?

10. A.U.C.E. does not make financial contributions to political parties.

?

?

11. A.U.C.E. has attempted to negotiate technological change clauses (in 1982) and was not unsuccessful in obtaining these in our contract. We're still trying. We have a tech change committee and are studying information on the subject for our next set of negotiations.

B.C.G.E.U. to date, doesn't have a contract clause pertaining to equal pay for work of equal value (could this be due to male-dominated union?) Yet, in terms of their contract, good clauses exist on health and safety issues and they show concern for women members by negotiating Tech change provisions.

A.U.C.E. fought for an excellent maternity leave benefit for its workers - we'd want to maintain this. Workers have protection from sexual harassment. Equal pay for work of equal value is strongly supported but not in our contract.