

to Join

or ...

not to Join?

A F F I L I A T I O N
IS
T H E Q U E S T I O N

SPECIAL MEMBERSHIP MEETING

THURSDAY MARCH 6TH

I. R. C. 6

12:30 - 2:30

AGENDA: GUEST SPEAKERS FROM THE FOLLOWING ORGANIZATIONS:

CANADIAN LABOUR CONGRESS, (C.L.C.)

CONFEDERATION OF CANADIAN UNIONS, (C.C.U.)

CANADIAN UNION OF PUBLIC EMPLOYEES, C.U.P.E.

B.C. GOVERNMENT EMPLOYEES' UNION, B.C.G.E.U.

OFFICE & TECHNICAL EMPLOYEES' UNION, O.T.E.U.

AFTER THE SPEAKERS, THE FLOOR WILL BE OPENED
TO QUESTIONS AND DISCUSSION.

WHAT DO WE MEAN BY AFFILIATION?

To *affiliate* means to connect in close association; to associate; to bring into relationship.

At the last AUCE Provincial Convention the following motion was passed:

"That AUCE attempt to affiliate with the Canadian Labour Congress and that if AUCE is not successful in attaining affiliation intact as AUCE, then a Special Convention shall be called to further discuss the terms of affiliation with the CLC." And,

"That AUCE strike a sub-committee composed of a minimum of one representative from each local to work on the project of attempting to affiliate AUCE with the CLC, with the Provincial executive on the committee."

This motion answered the concerns expressed at our past AUCE provincial convention regarding governmental cutbacks in public-sector spending which make it increasingly harder for us to get decent contracts; the disrespect for union rights showed by the government during the last SFU strike; the unfair rulings of the Labour Relations Board against which AUCE has been able to oppose little or no resistance; the continuous grievances AUCE locals have to fight due to breaching of the contracts by the universities.

For the above-mentioned reasons the fact that AUCE needs to acquire more strength as a union could not be overlooked as in former years, so affiliation to the CLC, the largest labour organization in Canada, is now being considered.

The Provincial Affiliation Committee found out that AUCE cannot affiliate "intact as AUCE" to the CLC because there are already three large CLC unions which represent clerical workers: CUPE, BCGEU and OTEU. The CLC is therefore encouraging us to affiliate as a local or as locals to one of the already existing unions. Much of our structure would be maintained, our name would change, and probably some clauses in our constitution and by-laws would change as well to go along with some basic CLC norms at a national level. The changes are subject to discussion and negotiation with the CLC unions once AUCE has the mandate to affiliate to the CLC.

Strong arguments in favour of affiliation to the CLC through becoming a local or locals of CUPE, BCGEU or OTEU, as well as arguments in favour of staying as AUCE or affiliating to smaller labour organizations such as SORWUC or CCU (Canadian Confederation of Unions) will be discussed at the coming Special Provincial Convention (April 12 & 13). The delegates at this convention may just decide the fate of AUCE workers for a good number of years.

The following pages of this bulletin provide our Local One members with a synthesis of the information gathered so far. We hope this information will be of use when discussing the question of affiliation at our March 6th general membership meeting and when electing Local One delegates to the Special Provincial Convention.

WHY IS THE QUESTION OF AFFILIATION BEING DISCUSSED AT THIS TIME?

The following are some of the major reasons why many AUCE members felt that the time has come for us to seriously consider joining a larger labour organization:

1. We have benefited immensely from our own organization as a union. Affiliation with other unions is the next logical step for us to take.
2. The status and living conditions of workers in general affect us - they always have, and always will, either directly or indirectly. We thus have, for selfish reasons, as well as public spirited ones, obligations to assume our full share of the load.
3. We are facing an economic recession. Our bargaining power is diminishing, our gains negligible. In fact, for the past few years we have in effect been negotiating losses!

As Public Sector Employees, we are in an extremely vulnerable position. Governments are tightening the purse strings. Taxpayers, facing an ever rising tax burden, often unfairly blame public sector workers. (In 1961, the corporate sector contributed 22.7% of all federal tax revenue, while individual taxpayers contributed 30.5%. In 1976, the corporate sector's share dropped to 15.7%, while the individual taxpayer's share went up to 43.5%.) Services are being cut (our jobs lost!) and the charges for those same services are being increased. What's more, our employer, unlike employers in the industrial sector, SAVES MONEY WHEN WE STRIKE. Also unlike private sector employers, they can legislate us back to work if necessary (we are now under Essential Services legislation). Support from the larger body of labour, and a concerted effort by all the Public Sector in the area of education is necessary to prevent us becoming PUBLIC SCAPEGOATS!

4. As women, our wages have dropped to an average of 57% of men's wages. AUCE, as a predominately female union, could have a significant impact in the fight for equal pay.

WE MUST BREAK OUT OF THE CLERICAL WORKER GHETTO, AND BECOME PAID AND RECOGNIZED AS SKILLED WORKERS!

5. Employers are forcing us to consolidate our bargaining. They have been increasingly centralizing their bargaining strategies through organizations such as the BC Council of Public Sector Employers, and the Employers Council of BC. They share information and resources. We must find a means to coordinate our bargaining in a similar way.
6. We should negotiate affiliation from a position of strength, and not be compelled to do so at some future time when we may be in a much weaker position!

THE TWO OPTIONS: CLC OR CCU

Almost three million Canadians are organized in in Labour Unions. Like us, they formed or joined a union because they felt that being a member of a union strengthened their ability to fight for better wages and working conditions.

Unions, like employees, generally feel the need to band together - and like employees have found that working together improves their ability to represent their members.

There are two major labour organizations in Canada. The Canadian Labour Congress represents 75% of Canadian workers while the Confederation of Canadian Unions represents 30,000 members.

The following two articles will give a brief summary of the two organizations, their history and attitudes.

WHAT IS THE CANADIAN CONFEDERATION OF LABOUR - C.L.C.?

MEMBERSHIP

The C.L.C., formed in 1956, is a 'union of unions'. It has a membership of more than two million, approximately 75% of the men and women in Canada who are organized in trade unions. Over 115 unions are members.

PURPOSE

The C.L.C. is a service organization - a means of various member unions working together on matters of common interest. Areas of concern are economic welfare of working people in general, social and labour legislation, women's issues, health and safety, pollution, immigration, and international affairs. The C.L.C. lobbies parliament, makes submissions, and speaks for the interests of working people as a whole. It also conducts an extensive educational program in its schools and Labour College. Also, through its affiliation to the International Confederation of Free Trade Unions (ICFTU), the C.L.C. promotes the welfare of working people throughout the world.

POLICY AND DECISION MAKING

Policy is decided at a convention which is held every two years. The Convention is the final authority on all matters. (The C.L.C. cannot impose decisions on affiliated member unions!) Delegates to Convention are selected according to the number of members in the local (a per capita basis as we have in AUCE). Locals compile and submit resolutions for consideration.

Selection of table officers who administer the policy of the C.L.C. throughout the period between conventions are also selected by Convention.

FUNDING

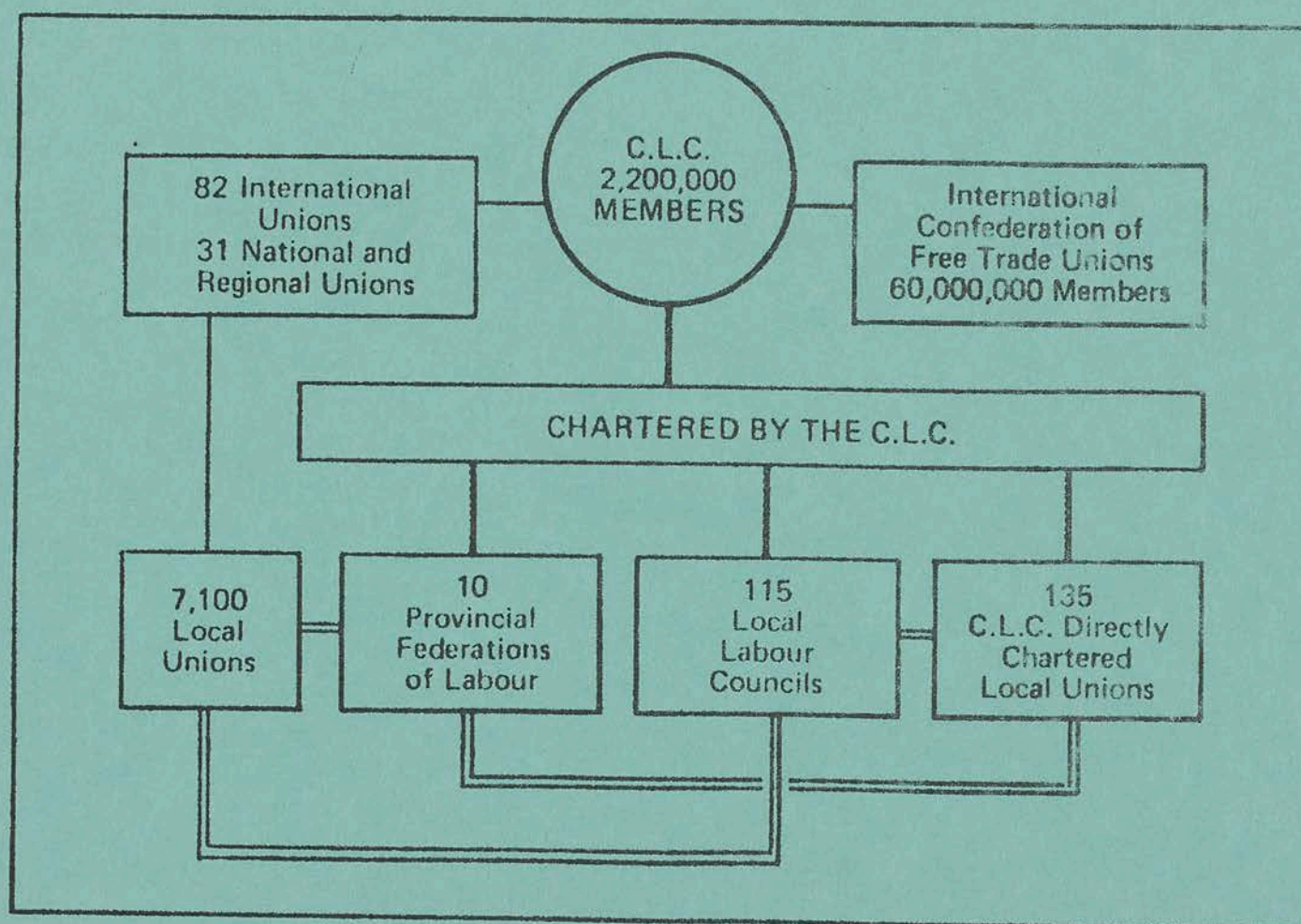
The C.L.C. is supported by the affiliated unions. They finance its operations through dues, based on the size of their membership. Our likely cost would be 20-25¢ each per month.

B.C. FEDERATION OF LABOUR AND LABOUR COUNCILS

The C.L.C. has provincial federations of labour in each province. In B.C. the provincial federation is called the B.C. Federation of Labour. It represents over 250,000 workers or a quarter of the provincial work force. It holds yearly conventions, at which a president, 6 vice-presidents, and an executive council are elected, as well as the directors of the different programs such as Women's Programs, Health and Safety, Research and Legislation.

At the municipal level of organization, Labour Councils have been created by C.L.C. affiliated unions. In Vancouver, for example, we have the Vancouver and District Labour Council. Delegates to this are elected by union locals.

Structure of the Canadian Labour Congress



WHAT IS THE CONFEDERATION OF CANADIAN UNIONS? - C.C.U.

MEMBERSHIP

There are 30,000 members in 14 affiliates. The affiliates are primarily industrial private sector unions - only one, York University Staff Association is public sector.

PURPOSE

The C.C.U. was founded in 1969 in response to what they felt was the inability of the C.L.C. to properly represent Canadian workers:

The C.C.U. is fighting for a democratic labour movement that is completely controlled by the workers of our country...

Canada is the only country in the world with a labour movement that is controlled from outside its borders... This foreign control of our labour movement is exercised through the so-called "International" unions. In fact, such unions are not international at all, but simply American unions with branches in Canada.

POLICY AND DECISION MAKING

Policy is decided at a convention which is held every two years. Delegates are elected in locals on per capita basis: two per the first 100 members, one for the next 200 etc. President, first vice-president and secretary-treasurer are elected by delegates. Eastern vice-president, and second vice-president elected by caucuses.

The Executive, which consists of the Executive officers meets twice a year.

The Provincial councils are made up of affiliates in that province who decide to join. The B.C. Council represents 16,500 members. It meets twice a year.

FUNDING

The C.C.U. is supported by dues of 25¢ per member per month.

When AUCE contacted the CLC re affiliation we were advised that we would have to enter through one of three existing members, the British Columbia Government Employees Union, the Canadian Union of Public Employees or the Office and Technical Employees Union. Listed below is a comparison of AUCE and these three unions in terms of their By-laws, contract as well as how we could join each one of them.

	AUCE	BCGEU	CUPE	OTEU
	Unaffiliated	NUPGE, B.C. Fed, CLC	CLC, Prov. Fed. Labour	CLC, B.C. Fed, OPEIU
NUMBER OF MEMBERS	2,600	46,000	250,000 in Can.	21,000 in Canada; 6,700 in B.C.
NUMBER OF LOCALS	5	140		2 Locals in B.C.
% WOMEN IN UNION	70-80%	45%	50%	80%
SHOP STEWARDS	Elected at shop level	Elected at shop/local level	Elected at shop level	Elected at shop level, also appointed.
SUPPORT SERVICES	Provincial seminars for shop stewards. Library at Prov. Office accessible to members. Local level training for shop Stewards.	Research committees on women's rights, health and safety, education, labour law. Training for shop stewards through locals and CLC/BC Fed. winter schools. Staff reps. are paid, full-time, to assist in arbitrations.	Best union research centre in Canada with paid, full-time researchers. Education committee, legal council and service reps. Organizers for unorganized workers. Training for shop stewards through local and CLC/BC Fed. winter schools.	Women's committee and Research Committee. Shop steward training through CLC/BC Fed. winter schools.
DUES STRUCTURE	\$9.00/member/month includes \$2.00/member/mo. to Provincial, 10% to local strike fund	1% gross wages/member/month (20¢ CLC, 20¢ NUPGE, 20¢ to BC Fed., 50¢ Strike Fund)	\$6.60/member/month includes 25¢ to CLC, 80¢ National Defense Fund, 50¢ to Prov. Defense fund where applicable.	1 1/8% gross wages/member/month 1% of this used for operating costs and 1/8% to Defense Fund
CONTRACT GAINS	Maternity Leave plan, full seniority for part-time workers, job splits	Equal pay for equal work, have among highest wages for clerical workers in BC. Health and safety issues are stressed in contracts. "Honesty" clauses for domestic emergencies.	Cola clause, right to refuse dangerous work, women's rights, anti-layoff clauses, shorter work week, equal pay for equal work, against tri-partism.	32 hour work week, 75-100% dental coverage, no loss of pay for maternity leave—up to 17 weeks, extensive articles on technological change. Equal pay for equal work.
CONTRACT ISSUES	Better wages/benefits: "catch-up" clauses	Increasing concern for women's rights, shorter work week	"Catch-up" clauses,	Shorter work week, equal pay,

STRUCTURE

AUCE has five locals. Each local has elected Executive members and strikes up its own committees, such as Strike, Contract, Grievance, Health and Safety Committees.

The Provincial Executive is composed of 2 elected representatives from each local and a full-time staff representative.

The Provincial Convention is the highest governing authority in the Union--it meets once a year.

BCGEU is divided into 4 occupational components, each of which is composed of locals. The locals elect members to represent them at the component level.

The component executives elect a chairperson who represents the component at the Provincial level.

The Provincial Executive is composed of the component chairpersons, table officers, and regional vice-presidents (elected at Convention) and a general secretary (appointed by the Provincial Executive). Highest governing authority is the Convention, which meets once every two years.

The Provincial Convention meets once every two years and is the highest governing authority.

CUPE is divided into locals which are grouped into regions. Each local elects an executive.

Provincial and National executives are elected at respective conventions. Regional vice-presidents are also elected at Convention.

Bargaining committees, stewards, officers are elected at local level.

Highest governing authority is the Convention, which meets once every two years.

OTEU is divided into 2 locals in B.C. Each local has many bargaining units, elects an Executive, strike contract, education committees.

Nationally, there is a Canadian Executive Council composed of a Canadian Director (elected at the international convention by Canadian vice-presidents. The Canadian Executive Council meets five times a year.

HOW CAN WE JOIN?

BCGEU stated that they were open to negotiate with us the terms of affiliation, working to accommodate our present structure and membership.

CUPE stated they would work to accommodate our present structure and membership. We could set up a local "provincial in character" with a provincial executive and sub-locals with their own executives, right to negotiate contracts, etc. Or we could join local by local.

They recommended we join as one local with 5 bargaining units. This would give maximum flexibility and would allow us to retain structures similar to what we already have. There would be one executive board for all 5 locals, and paid union personnel would be funded by the International on a per capita basis.

DELEGATES
FOR
APRIL 12 & 13, 1980 SPECIAL CONVENTION

NOTICE OF MOTION

The Affiliation Committee of Local 1, with Executive endorsement, would like to move the following motions to be passed at the March 6th Special Membership Meeting on Affiliation:

THAT CANDIDATES TO THE SPECIAL CONVENTION BE ELECTED ON THE BASIS OF PLATFORMS (ie: they state their general position on the issue).

THAT DELEGATES PLATFORMS BE PRINTED IN THE NEXT LOCAL ONE AFFILIATION BULLETIN, WHICH WILL COME OUT SHORTLY AFTER THE MARCH 6th MEETING.

THE DELEGATES WILL BE ELECTED AT THE MARCH 20th GENERAL MEMBERSHIP MEETING.

Submissions for the next Affiliation bulletin must be submitted to the Affiliation Committee before March 10, 1980.

COMPILED BY LOCAL 1 AFFILIATION COMMITTEE

Lid Strand, Helen Glavina,
Lissett Nelson, Jet Blake