

B.C. GOVERNMENT EMPLOYEES' UNION

FINAL REPORT

1. GRIEVANCE AND ARBITRATION

Step I: handled by the steward and the grievor

Step II: handled by the Steward with GEU staff assistance if necessary; the grievor may be present if s/he wishes

Step III: handled by the GEU staff - the grievor and the steward may be present if they wish

Grievance Committee: at the Component level: the direction of the grievance is handled here, i.e., to go or not to go to arbitration

Grievance Appeal Committee: headed by Vice President of the GEU: if the grievor is not satisfied with the decision of the Component Grievance Committee s/he can appeal; the G.A.C. can overrule the Component

If grievance goes to Arbitration, funds are made available through the component; most grievances are handled at the arbitration level by GEU staff, but, if necessary, a lawyer is hired and paid for by HQ.

2. NEGOTIATIONS

Negotiating Team are elected by members of local bargaining unit to negotiate contract with employer;

Under BCGEU by-laws there are two co-chairpersons on the Negotiating Team: one from the bargaining unit, one from the BCGEU Headquarters. GEU staff person is responsible for researching and preparing materials for negotiations. This method makes available to the local the resources and expertise of the BCGEU, and ensures co-ordination throughout the province in negotiations with college/universities.

The contract, when settled, is signed by the Negotiating Team and by John Fryer, General Secretary of the BCGEU.

If the contract goes to arbitration, funds come out of the GEU Defence Fund. The GEU do not accept binding arbitration.

3. DUES

Dues are decided at Convention. They are 1% of basic pay (not including overtime, shift differential, etc.).

The component gets back \$2.00 per capita per month; a minimum of \$3,000 and a maximum of \$10,000 per month. The costs of the local are paid by the Component through an accounting system. The BCGEU pays per capita to the C.L.C. and the B.C. Federation of Labour.

3. Dues/cont'd

Education, including wages while on leave, is paid by HQ. (also night school)
Convention expenses are paid by HQ (ie., food, lodging, fees, etc.)
Union newspaper is paid for by HQ.
Strike pay paid by HQ. (see below)

The local is responsible for costs incurred in correspondence, office supplies, stamps, etc.

4. STRUCTURE

Area Council: the province is divided into 5 areas; each area council is involved in community and social affairs (not political - see constitution); provincial HQ pays money to the area council on the basis of 10¢ per member per month, divided by 5 (areas). This way each area gets an equal amount of money regardless of number of members or location. It equals approximately \$4,000 per month.

Each Area Council has one person from each local; they elect their own executive; each Area Council Vice President sits on the Provincial Executive.

Component: members are brought together on the basis of jobs, ie., college and university employees could possibly (if there numbers warrant) form their own component. Each local sends at least one person to sit on component executive; additional representatives are sent on a per capita basis. Negotiations are co-ordinated at the component level; educational and leadership courses are co-ordinated at the component level, etc.

Local: each local elects its own executive, committees, etc. and carries on the business of the local on a day to day basis. Stewards, health and safety committees, joint college/union committees, etc. Local 4 would not change its present activities, except that there would be more input and participation in the union as a whole.

5. Stewards Training and Other Education

All educational leave is paid for by HQ.

Stewards training: 3 day 'schools' - members are booked off job.

After six months, stewards are eligible for advanced stewards training course: 2 days (members are booked off job)

All stewards automatically eligible for basic training.

Local officers are eligible for a 2-day course (paid for by HQ)

All Stewards are encouraged to take a 4-day Health and Safety course (paid for by HQ)

Leadership training: 5 days at Harrison Hot Springs (paid for by HQ)

Component chooses yearly who will attend leadership courses (15-20 people)

Night school courses are paid for by component.

Special Education: 4 day course on collective bargaining for negotiating committee members.

Labour College: BCGEU sends two people per year: one staff person and one active rank and filer.

6. Discipline Code: the Provincial Executive have the authority and jurisdiction to enforce a disciplinary procedure. There are no rules which dictate that a person is "breaking the law" if they do such and such.

The way it works: a member brings charges against another member (OR the local/component bring charges against member or vice versa). The charge is made at the local or component level; it is then taken to the Provincial Executive, who set up a committee to investigate; committee reports and recommends to the P.E. who make a decision on the charge.

If member is not satisfied with decision of Prov. Exec. s/he may go to B.C. Federation of Labour. If still not satisfied, s/he may go to the CLC 'ombudsman'.

7. Strike Fund

Strike pay is 70% of salary to a maximum of \$200 per week - this is given to everyone who doesn't cross the picket line;

Local is eligible for strike funds if it has followed the established procedures of the BCGEU constitution;

Local must get the 'okay' from the Provincial Executive to strike; conduct of strike is reviewed once a week.

No local has ever been denied strike funds - and no local has been denied the go ahead for a strike.

8. Secession

The BCGEU has no constitutional provision for locals wanting to secede - most unions don't have such provisions;

No local is bound to the BCGEU: participation and membership is, under the laws of British Columbia and Canada, voluntary.

If a local wants to secede, the simplest way is to withhold dues. The B.C. Labour Code has provisions for decertification.

9. HOW WE WOULD JOIN

Local 4 would negotiate the terms of merger with the BCGEU. The GEU would probably set up a committee to represent it and make recommendations.

ALL ASSETS CURRENTLY EXISTING IN THE LOCAL AT THE TIME OF MERGER WOULD REMAIN WITHIN THE LOCAL.

Colleen Bostwick
March 1980.

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