

AUCE AFFILIATION COMMITTEE REPORT TO
AUCE SPECIAL CONVENTION - APRIL/80.

The Affiliation Committee was struck in accordance with resolutions passed at the sixth annual convention in June 1979.

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 terms of affiliation with the CLC.

That AUCE strike a 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.

That this committee report to the Provincial Ass'n and the membership of each local in no more than 3 (three) months time and at the same time document alternative ways of affiliating to the CLC.

The Cross-Local Provincial Affiliation Committee consisted of Provincial Executive and reps from each local.

The Local representatives were as follows:

Local 1: Lid Strand
 Lisette Nelson
Local 2: Melody Rudd
 Marion Northcott
 Sara Diamond
Local 4: Colleen Bostwick
Local 5: Wilf Belmond
Local 6: Bill Burgess

A Chairperson was elected from the committee whose responsibilities were to call meetings, assist the Provincial Secretary/Treasurer with correspondence and contact with the media.

The function of conducting meetings was done by a rotating chair. On June 25, 1979 AUCE sent a letter to the CLC requesting affiliation as AUCE intact. CLC President, Dennis McDermott, replied to AUCE's letter:

"Serious consideration has been given to your request and I regret to inform you that unless your organization is prepared to adjust to the Congress structure, our answer must be in the negative."

The letter continued with the invitation to meet with CLC's Regional Director of Organising in B.C., William Smalley.

Accordingly, on September 14th, AUCE Provincial & Affiliation reps from each local met with Brother Smalley. As AUCE was not likely to be admitted as requested, Smalley advised that AUCE should seek admission to the CLC through merger with a CLC affiliate with a similar jurisdiction, i.e. CUPE, OTEU, or BCGEU. He offered us assistance in meeting and negotiating with these unions, and, in fact, told us that he had already discussed the matter with Ray Mercer, Regional Director of B.C. area of CUPE, who expressed an interest in meeting with the AUCE Affiliation Committee/Provincial Executive in order to discuss ways of affiliation through CUPE. Mercer said he would also be pleased to pass on any information/materials that AUCE might need.

McDermott's response clarified the tasks of the Committee and on Tuesday, October 9th, the Committee outlined its responsibilities and the method by which it hoped to accomplish these.

RESPONSIBILITIES.

Responsibilities were:

- a) to proceed with meetings and discussions with the CLC representatives, and with representatives from CLC affiliates with whom the CLC suggested we merge in order to conform to their structure;
- b) to proceed with meetings and discussion with CCU representatives about conditions for affiliation with the CCU;
- c) to report findings from discussions to the membership and to attempt to generate a debate among AUCE members by publishing and distributing a regular affiliation committee bulletin every two weeks; the bulletin to be printed at the Provincial Office and distributed to local reps for distribution to the local members.
- d) to organise a Special AUCE Convention for early 1980, at which AUCE members shall discuss the matter of affiliation.

RESEARCHING THE OPTIONS

The Affiliation Committee divided itself into subcommittees by area of research as follows:

- a) CLC/B.C. Federation of Labour/District Labour Councils were researched with the intent of finding out how AUCE would gain or lose as a member of these organizations.
- b) The three CLC affiliates, OTEU, CUPE, & BCGEU, that it was suggested we merge with were carefully researched to see what sorts of changes, both positive and negative, would occur if AUCE merged with them.

- c) The CCU was researched because it is the only other national labour body in Canada and is therefore an alternative to the CLC should AUCE not wish to pursue further attempts to affiliate to the CLC.
- d) SORWUC was researched because it is a union whose membership, structure and objectives resemble ours more closely than any other. It was suggested that merger with SORWUC may give us some of the benefits of affiliation with a larger body without any alterations required.
- e) Rank and File movements in the various unions was another topic that was researched. It was felt that it would be productive to have the opinions of rank and file members of various unions as well as the official union response to our questions.
- f) UFAWU was expelled from the CLC for political reasons and was refused re-entry on the same grounds that AUCE was, that of overlapping jurisdictions. They managed to rejoin the CLC intact, without recourse to merger, by lobbying the B.C. Federation of Labour, CLC affiliates and CLC conventions. We met with them to discuss possibilities of AUCE following the same route.
- g) A meeting was held with Anne Frost of CIEA, to discuss common problems & interests. CIEA is a new organization formed to represent faculty in colleges and institutions in B.C., providing a pool of expertise & resources, especially for government lobbying and arbitration. At this stage there is no consideration of affiliation from either side. The meeting was informational.

Preliminary research on each group and the drafting of a set of questions to ask was completed before the subcommittee met with reps from the group that they were researching. Drafts of questions and research guidelines follow. The specific questions that were drawn up to ask the BCGEU were used as a basis for other subcommittees in their research.

Following the initial meeting between the subcommittee and the organization they were researching a report was made to the larger committee on their findings. Once the larger committee was acquainted with the report it met with reps from the organization in question. A report was then written and published in an abbreviated form in the bulletin.

In order to accomplish (c) of Responsibilities five (5) bulletins were published containing reports on research in progress & opinion letters.

In addition, the committee encouraged and assisted locals in calling special general membership meetings to discuss affiliation.

The committee also arranged a Cross-Local information meeting on affiliation which was held on Saturday, February 9, 1980 at Robson Centre. At this meeting comprehensive reports were given on each option for affiliation and motivation was offered. The proceedings were video-taped and made available to locals on request.

Even with regular weekly meetings from September 1979 to March 1980 and additional meetings throughout this time, the committee was unable to meet its 3 month presentation deadline. The committee feels it has fulfilled its terms of reference and took the time necessary to thoroughly research the topic of affiliation for the information of the membership. We have over 100 hours of audio tapes of all committee meetings on file in the Provincial Office.

- Appendix A - CLC letter of response to AUCE August 20, 1979.
- Appendix B - General Research Guidelines - Affiliation Committee
- Appendix C - Research questions

AFFILIATION COMMITTEE TERMS OF REFERENCE FOR RESEARCH.

Constitutional Differences

- * no. of reps per local to convention
- * aims & objectives

Local autonomy

- * can higher body place union officer in charge of local if problems arise
- * will union structure allow merging local by local or one large local
- * method for seceding
- * contains reverter clause

Dues structure

- * amount per capita tax to union exec.
- * to Fed
- * to CLC/CCU

Decision making levels

- * power of table officers
- * power at various levels, i.e. local/regional/provincial/national
- * disciplinary action
- * recall procedure
- * what level for money decisions, i.e. who decides donations, money for special projects, dispersal of strike fund.
- * responsibility at steward level

General

- * current membership
- * past struggles - outcome i.e. strikes, arbitration, internal problems
- * current policies/programs of concern to AUCE members

Special Questions

- * do locals vote on honouring picket lines, any problems honouring picket lines that are not Fed approved
- * does membership vote on strike strategy
- * does membership determine contract demands
- * are exec/committee meetings closed to rank and file

BC Fed/ CLC/CCU

- * picket policy
- * past role assisting affiliates during disputes
- * record on other issues - maternity, UIC, right to strike, casual workers
- * role of provincial officers in assistings West Kootenay's school dispute
- * CCU- what is Canadian Unionism - how does principle guide CCU & solidarity in union movement.

AFFILIATION COMMITTEE - A.U.C.E. PROVINCIAL

QUESTIONS FOR BCGEU (OR OTHER UNION) - FROM SARA

A. GENERAL

1. What would GEU's attitude be to AUCE trying to affiliate to the CLC?
Would GEU accomodate this?
2. If we joined GEU - what structure would we adopt?
3. Could we affiliate as a whole?
4. Why should AUCE affiliate to the CLC? What benefits are there for us?
5. Why should we join GEU as opposed to CUPE, OTEU?
6. If we join GEU, what attitude would other unions with jurisdiction take?
7. What is GEU's attitude to individual AUCE locals affiliating?
8. What guarantees of us keeping a structure we negotiated with GEU for affiliation would there be, if we do join?
9. What is your overview of AUCE and our current needs?
10. How are your conventions delegated? What authority does it have?

B. CURRENT SITUATION

1. What are GEU's central bargaining issues?
2. What does GEU do for women under it's jurisdiction?
 - affirmative action
 - = pay for work of = value
 - maternity leave
 - women's committee: who is it?
 - why is it needed?
 - how does it function?
3. What are some examples of particularly impressive local gains?
4. What are your strategies to deal with the present federal & provincial attacks on the public sector?
5. What issues & strategies are particularly important for education workers?
6. What is your attitude toward joint bargaining by employers? (accreditation?)
7. What is GEU's strike experience?
 - What are it's strategies for disputes in the public sector?
 - What backup does it offer for strikes?
 - Strike fund?
8. What is their view/role in CLC/B C FED?

C. LOCALS AND CONSTITUTION

1. Who negotiates for locals?
2. Who services locals? What is relationship of staff and local?
Who picks staff?
3. What is GEU's attitude to part-time workers? Temps? Student assistants?
Are they covered in contracts?
Do they have union rights?
4. How often do locals meet?
What is relationship between different levels of GEU structure and who has the last word in the decision?
5. Are there separate agreements for technical and clerical workers within one workplace?
What are the differentials between these groups wages?
6. What are their major grievances?
How often do they reach arbitration?
7. What is their attitude towards (i) regularization of employment
(ii) seniority
8. How do they apply good clauses from 1 local to another?
9. Do they have disciplinary measures?
What?
How do they work?

D. PROBLEMS

1. What is the relation of Marine and Ferry workers?
2. Why is there a 'democratic' caucus in GEU?
3. Can local decisions be overruled?

END OF AFFILIATION COMMITTEE REPORT TO THE SPECIAL CONVENTION
ON AFFILIATION - April 12th & 13th ,1980

/HV, CmcQ, MM, 80-04-07

AUCE Provincial