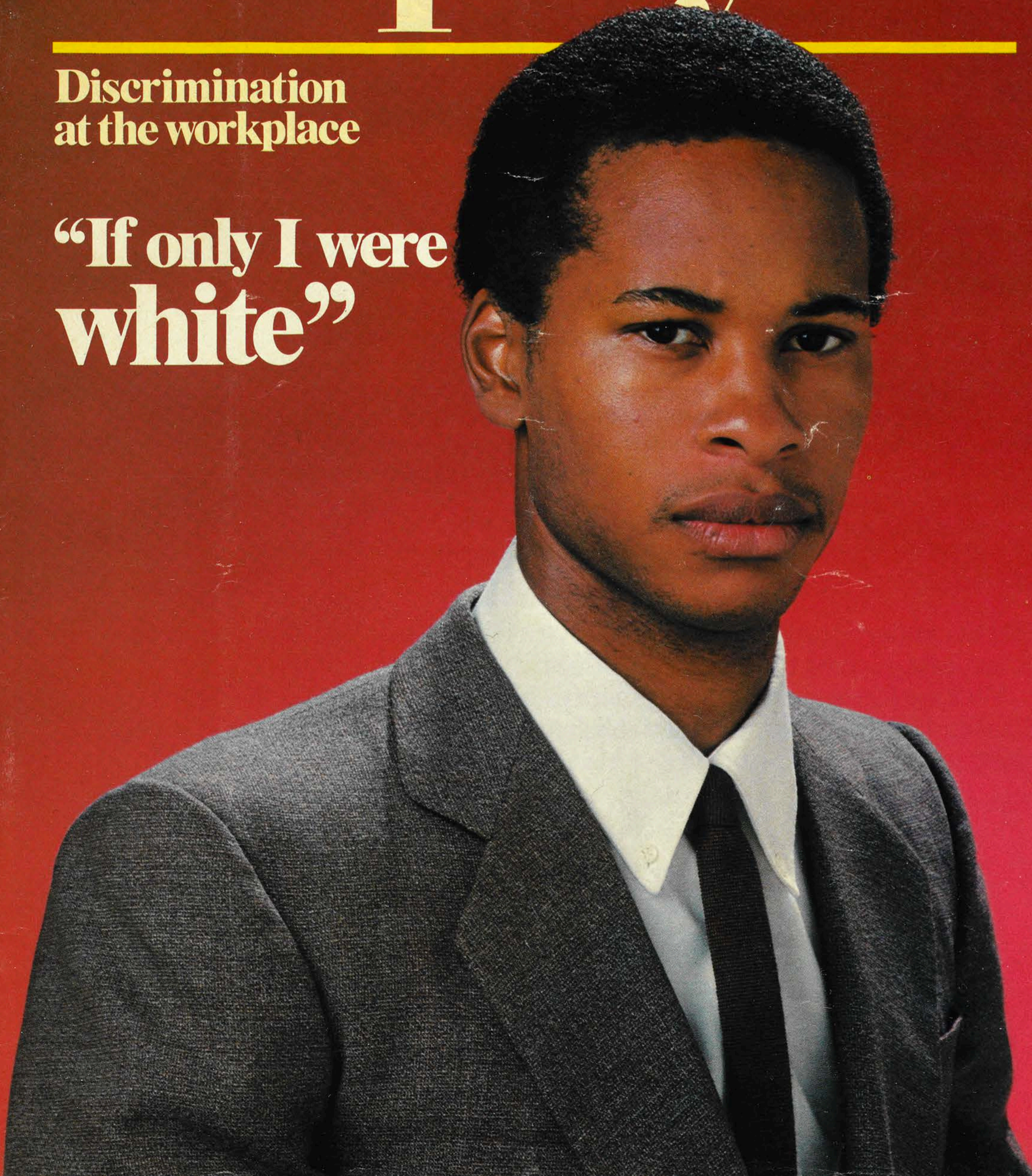

The Public
Employee

**Discrimination
at the workplace**

**“If only I were
white”**



Canada's public health care system, for which the labour movement fought so hard, is now in serious danger of being dismantled.

The federal and provincial governments are steadily reducing their funding for health care — to the point where overcrowded hospitals, long waits for operations, understaffing, and other problems threaten the accessibility, universality and quality of Medicare.

In addition, the practice of extra billing by doctors, together with the imposition of user fees by some provinces, also has led to the deterioration of health services for many Canadians.

Instead of being reduced, Medicare needs to be expanded and improved. We need more preventive rather than curative measures. We need dental, drug, optical and prosthetic services included in the Medicare system, along with nursing home care, and

HELP



community health clinics. These additional health services, however, will not be attained — and, indeed, we may lose existing services — unless Canada's union members join in the fight to save Medicare.

One way to make our voices heard on this vital issue is to sign the attached petition which will be sent to the Canadian Health Coalition to be forwarded to the appropriate cabinet ministers and MPs. The C.H.C. is the coalition of more than 40 progressive organizations (including the

Canadian Labour Congress and many affiliated unions) which is the principal supporter and champion of Medicare.

Let's make sure the Canadian Health Coalition has the signatures of all union members when it presents its petition to save Medicare to the federal government.

Canadian Health Coalition

We, the undersigned, are opposed to extra billing, user fees and premiums as impeding access to Medicare services.

We therefore urge that these practices be abolished and that the new Canada Health Act firmly re-establish accessibility to insured health services, along with the other principles of Medicare.

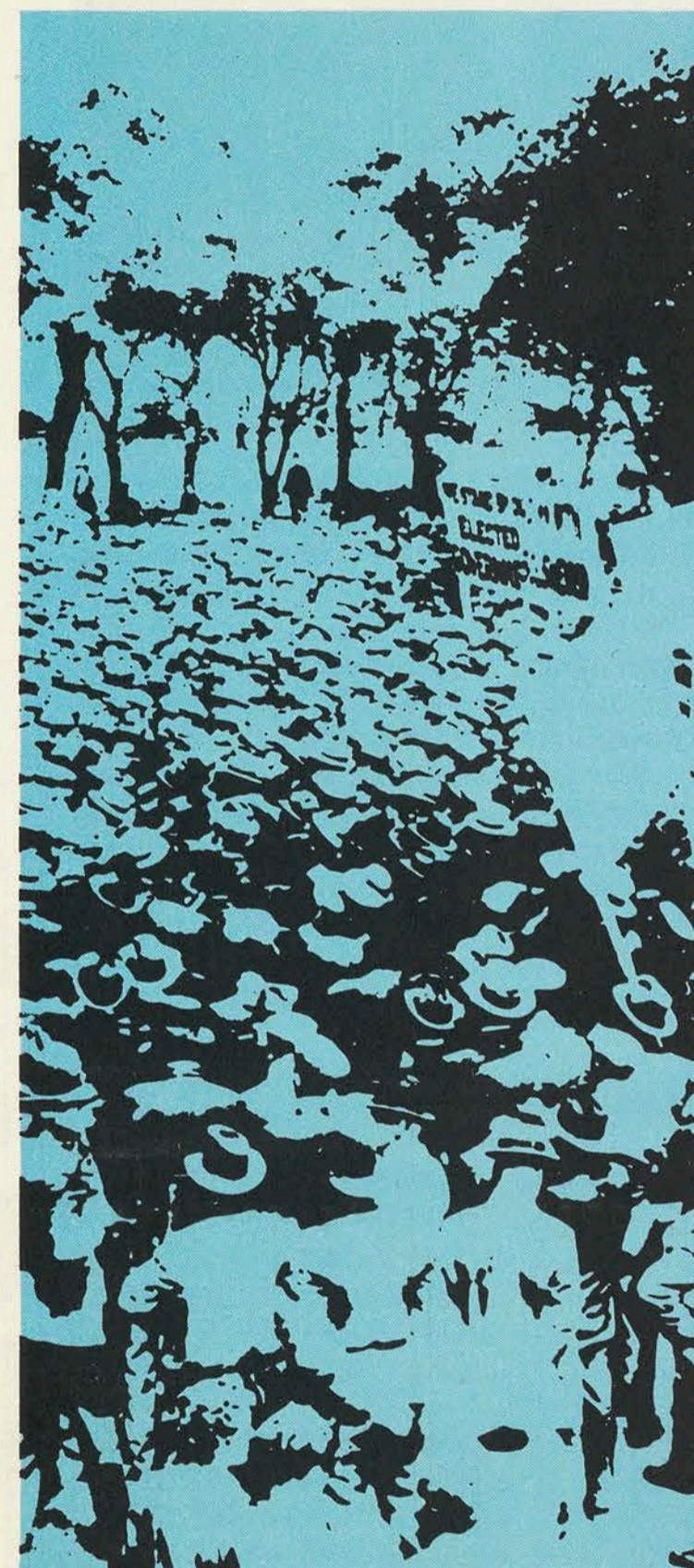
Name

Address

(Please return signed petition to: Canadian Health Coalition, 2841 Riverside Drive, Ottawa, Ont. K1V 8X7.)

CONTENTS

Frontlines	
News of CUPE from across the nation	2
"We don't hire people like you!"	
Human rights legislation doesn't do the job	6
The great Canadian productivity myth	
The politicians' Blarney Stone	10
Peace, Order and "Good" Government	
Labour has always faced the challenge	13
Diary of a nursing home worker	
Standing up to the Keddys	16
Up•Date	
Looking back on CUPE	20



Law and order does not guarantee traditional rights.

Spring, 1983

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The Public Employee 1

FRONTLINES

Enthusiastic response to organizing drive nets 900 new members

by Marilyn Spink

Toronto — A month-long organizing blitz by Local 79 has brought union membership to 900 part-time employees of seven Metro Toronto Homes for the Aged.

The Ontario Labour Relations Board in April certified the local to represent the employees, who became the largest group of part-timers in a CUPE bargaining unit.

For many years, Local 79 had represented 1,600 full-time employees in the seven homes, along with 5,000 full-time Metro Toronto and City of Toronto inside workers and the employees of Riverdale Hospital. But the organizing drive couldn't have been launched two years ago, when there was only about one union activist for every three or four hundred workers in the homes.

The local's 1981 and 1982 investigate reports on conditions in the homes changed all that. Workers realized that the union was working for them, and they wanted to become more active.

"Now we've got union reps in every department in each home, 54 of them altogether," said Muriel Collins, chairperson of Local 79's Committee on the Homes. "I was confident we could organize the part-timers because they're badly treated and desperately in need of union representation."

The part-time attendants, registered nurses, cleaners, kitchen staff and clerical workers — 75 per cent of them women — were getting the union minimum hourly rates, but received no benefits and had no guarantee of hours of work. Without job security, even those with many years of service could be dismissed arbitrarily.

Quietly, Local 79 set up an organizing committee of the reps in each home. Preparations for the organizing drive were kept secret, because of the fear that, if Metro found out, many part-timers would not be called in to work.

After lists of the part-timers' names and addresses were compiled, the sign-up campaign began when the 54 reps handed out personal letters to the part-timers on duty. The letter was an invitation to sign a union card, and attached to it was a "Join Us" pamphlet assuring the workers that they had the legal right to join a union.

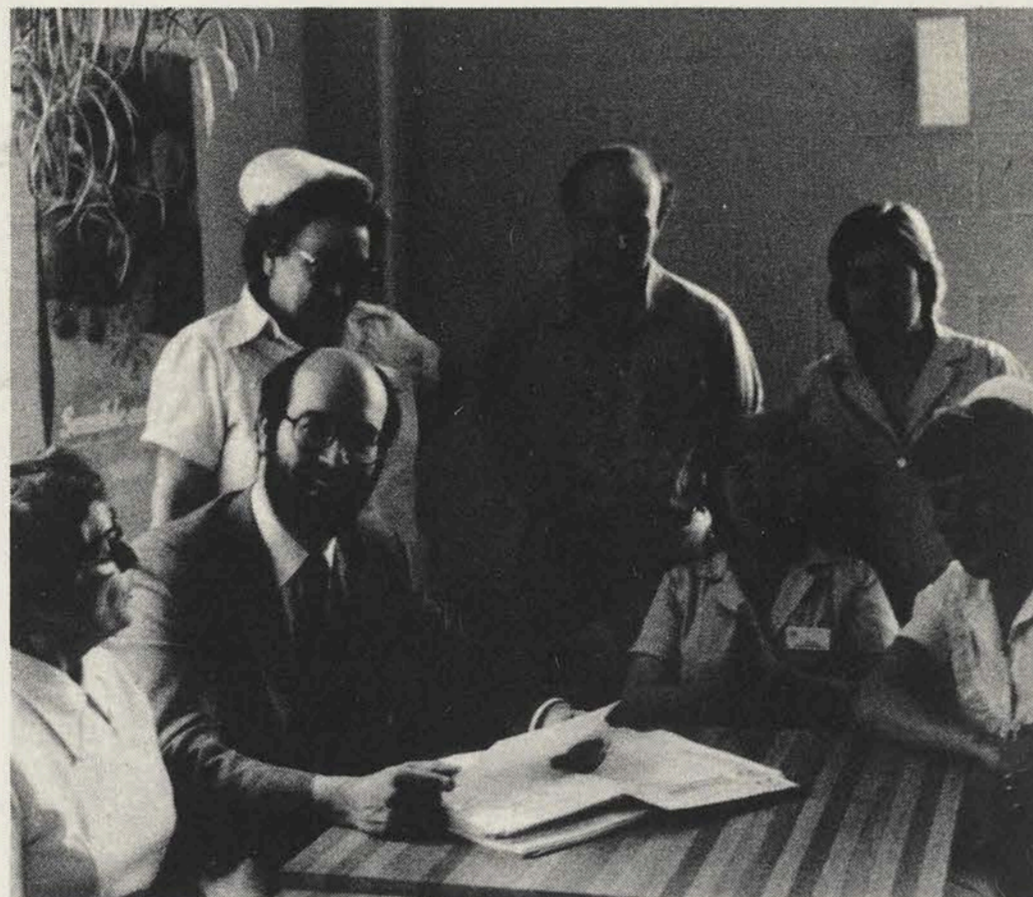
"That first day was absolutely thrilling," said a Greenacres Home rep. "I went in though I wasn't on duty, and gave out my letters during the breaks. The part-timers crowded around me. They were so happy we were doing it."

Another rep, a porter at Castlerview-Wychwood, was off duty that weekend, too. He said he would drop in for an hour Saturday morning. The response was so enthusiastic that he signed up 44 people that first weekend.

The extra effort that all 54 reps exerted resulted in the signing up of 70 per cent of the eligible part-timers by the end of the month.

Local 79 President Jeff Rose paid tribute to the 54 activists in the homes.

"They had to contact part-timers who work on all three shifts, some of them for only a few days a week, in homes from downtown Toronto to Newmarket. They did a superb job."



Jeff Rose, President of Local 79, (second from left) and organizers at Bendale Acres Home for the Aged, celebrate receipt of certificate to represent 900 part-time workers in Metro Toronto Homes for the Aged.

Rose said that the overwhelming response from the part-timers proves that, despite all the anti-union propaganda these days, and in spite of wage controls, workers are not being fooled.

"They know a union can work for them," he said. "And they've seen Local 79's efforts to improve conditions in the homes. They know the union cares about the residents, as well as the employees."

Negotiations for a first collective agreement for the part-time employees were scheduled to begin later in the spring.

Montreal bus drivers vote to join CUPE

Montreal — CUPE's membership recently jumped by another 4,200 when the union representing Montreal Transit Commission bus drivers voted for CUPE affiliation.

La Fraternité des Chauffeurs d'Autobus, Operators de Metro et Services Connexes, formerly an independent union, called a special meeting to decide on joining CUPE after several of its executive officers visited the National Office and talked with CUPE officers and staff.

The meeting, attended by more than 3,000 members, resulted in a 52% vote in favour of joining CUPE.

National Secretary-Treasurer Kealey Cummings said the Montreal bus drivers are a welcome addition to the union's membership. "Both CUPE and the drivers," he said, "will benefit from the merger, which helps to strengthen labour solidarity in the province of Quebec when it is most needed."



Digby District School Board and members of the Digby Local of the Canadian Union of Public Employees signing a new collective agreement which brings the Digby County School Bus Strike to an end. From left to right: Sally LaFleur, Secretary-Treasurer, Jimmie Outhouse, Board Chairman, Bill Pyle, Inspector of Schools, Wayne Gates, Acting President of CUPE Local 1185, Dan MacLean, CUPE Representative, and Harrison Jarvis, Secretary of Local 1185.

Digby school bus strike settled after 3½ years

Digby, N.S. — The longest strike in the history of Nova Scotia, and one of the longest CUPE strikes, ended recently when the Digby School Board signed a contract with Local 1185, whose 25 school bus drivers had been on strike since Sept. 5, 1979.

Of the original 25 drivers, 14 will return to work. The others have retired or found other jobs, and one died.

Regional Director Manning McIntyre said the new contract, which is retroactive to Jan. 1, 1983, will bring the drivers' monthly wage to \$954. That's still \$100 less than drivers in adjoining school districts, but it narrows the gap of \$300 that existed when the strike began.

McIntyre said the key to the settlement was the formation of an expanded school board last fall in accordance with legislation amalgamating school boards across the province. In the elections for a new board of trustees, former board chairman Richard Daley, who led the attack on Local 1185, was defeated.

McIntyre said negotiations were resumed quietly after the elec-

tions, and gradually dissolved the bitter antagonism that had been built up between the two sides over the previous three years.

"It was a long and very, very bitter strike," he said, "but I hope that the good relationship that has now been restored will prevail in future negotiations."

The old school board refused to negotiate, forced the drivers to strike, and then hired strikebreakers and paid them more than the Local 1185 members had been getting.

Local launches drive to fight legal aid cuts

Saskatoon — Members of Local 1949 who staff the legal aid clinics in Saskatchewan have launched a campaign to avert proposed cuts in the clinics' budget by the provincial government.

Attorney-General Gary Lane announced plans to cut the clinics' funding by more than \$1 million after a controversial legal aid report by Judge M. A. MacPherson.

The report advocated stripping the 13 legal aid clinics of their autonomy by reducing their boards of directors to an advisory capacity, and turning their direction over to the Attorney-General's department.

Local 1949 President Bev Schermann charged that the funding cuts would hurt natives

and the poor who rely on the clinics for legal aid in both criminal and civil matters.

Native and women's groups have also protested the Attorney-General's proposed cuts, which could result in the closing of some clinics and the layoff of many staff members.

Local 1949 has appointed a fightback coordinator — Kevin Glass, a para-legal from the Prince Albert clinic — to mobilize a campaign against the legal aid cutbacks.

The campaign, jointly funded by National Office, features a petition to be signed by sympathetic native, women's, legal, church and union supporters. Leaflets, newspaper ads and radio commercials may also be used, if required.

FRONTLINES

'Suicidal' politicians vote for contracting out

Richmond, B.C. — Five right-wing city councillors committed political suicide in public recently by voting to contract out garbage collection in this Vancouver suburb — despite overwhelming taxpayer opposition. Fifty members of CUPE Local 394 will be laid off if the contract is legally awarded.

"We couldn't have asked for greater public support from Richmond residents," Representative Dave Adams said, after the 5-4 council vote was recorded. "It's absolutely unbelievable that those five politicians voted that way."

Before the vote, local unionists spoke with the five "free enterprise" politicians. "They are totally aware that they'll be dumped from council, but they voted to contract out, anyway," Adams said. "Under those conditions, there was absolutely nothing more we could do."

Donn Stanley, president of Local 394, said the campaign was the best he's seen.

"The members poured their souls into this fight and the community rallied to our support," he said. "We collected 20,000 names on a petition, brought out hundreds of residents to a public meeting, and packed the council chambers on the night of the vote."

The efforts of Local 394 prompted The Richmond Review to conduct a public opinion poll on whether or not the city's garbage should be contracted out.

The poll brought a flood of responses — many with letters to the editor attached.

"For God's sake, at a time like this, why put more people out of work and cause more hardship? These are family men with mouths to feed! Please, use some compassion and let these people work and have some

money to spend!" one resident said in a letter.

The newspaper's poll tallied 553 votes in favour of retaining municipal garbage collection. Only 35 residents voted for contracting-out.

"We have every reason to be proud of our efforts," Stanley said. "The National Union was heavily involved, and Sister Grace Hartman visited the works yard to boost members' morale during the thick of the fight."

"We ran radio and newspaper ads, using the voices and pictures of our garbage men. An excellent T.V. commercial kept us all going during the campaign and sustained the issue, publicly, right up to the final vote," he said.

"Many Lower Mainland locals helped us out and the B.C. Division was with us all the way," he added.

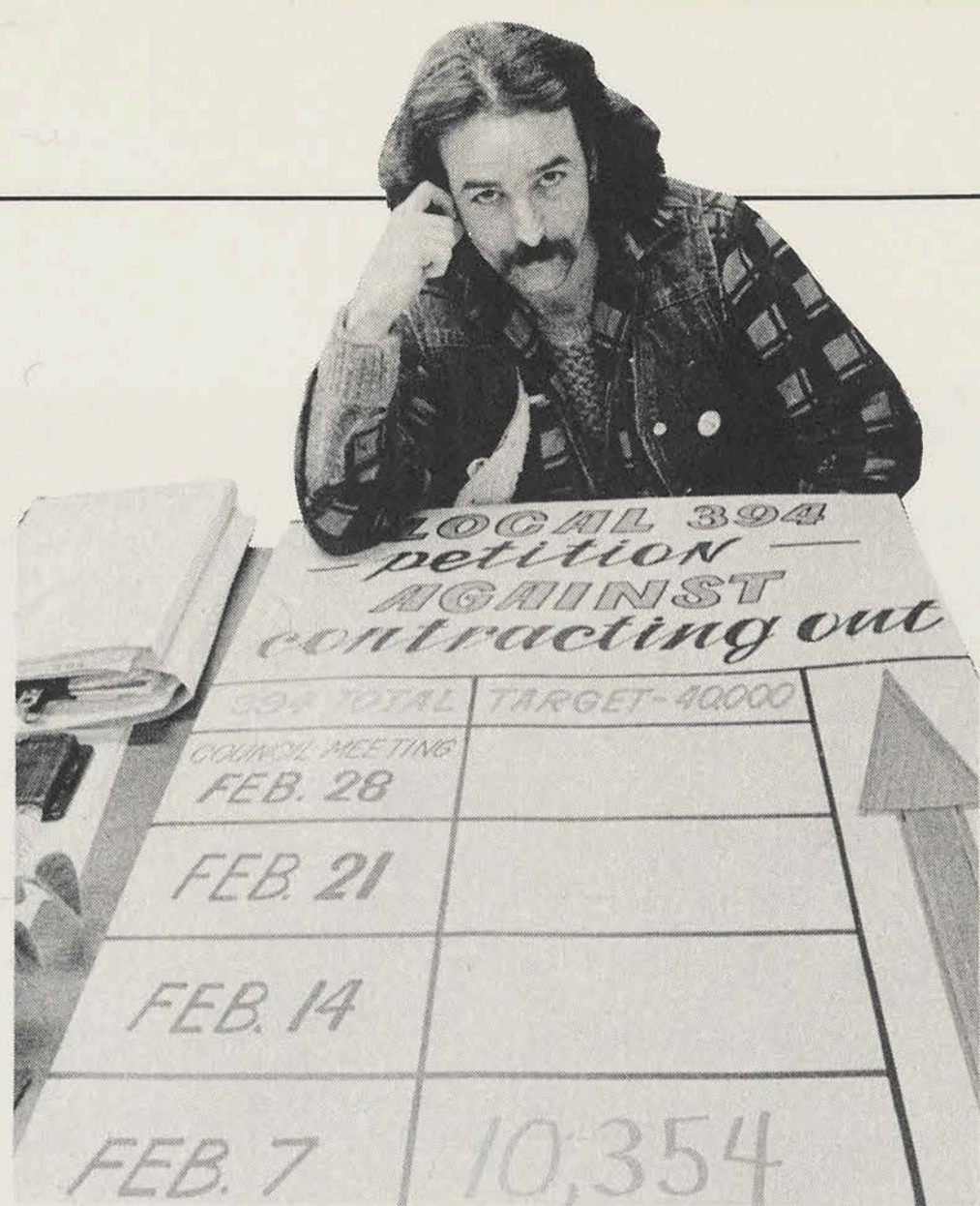
National Public Relations Officer Dennis McGann said the Richmond fight was all-out from the moment council was presented with the contracting-out alternative.

"The community responded in a way we rarely see in this country," McGann said. "The Richmond NDP helped us every step of the way with their four votes on council and on the streets with petition forms."

Although the vote is over, the struggle continues, said Dave Adams.

"We've taken the fight into the courts because city council neglected to pass the necessary bylaw giving it the legal right to call for bids on garbage collection," he said.

"If we win our suit, council will be forced to go through the whole process again — and we'll fight them every inch of the way.



Although Local 394 members collected 20,000 signatures on a petition the Richmond, B.C. city council voted 5-4 to contract-out garbage collection. Local member Doug Davis watches over the local's chart which targeted the number of citizens signing the no-contracting-out petition.

CLC calls boycott on Keddy Motels

Ottawa — The Canadian Labour Congress has called on its affiliates and their members to boycott the Keddy Motel chain in the Maritimes.

In a joint news conference held by the CLC and CUPE, CLC Executive Vice-President Shirley Carr urged travellers to the Maritimes to boycott the chain because of the dispute in Halifax involving CUPE Local 1259, whose 90 members have been on strike against Keddy's Nursing Manor since Jan. 29.

The owner of the nursing home, Donald Keddy, also owns the Keddy's Motel chain, which is located in Nova Scotia and New Brunswick.

"The Keddy's strike is important for workers across Canada, and indeed, for Canadians in general because it brings into sharp focus the relationship between anti-unionism in the private nursing home industry and the quality of care provided to elderly patients," said Carr, who made the boycott announcement with CUPE National Secretary-Treasurer Kealey Cummings.

"The dispute is a strike for a first agreement against an employer who has already been found guilty of violating the labour laws of Nova Scotia in his attempts to discourage unionization; who has consistently underpaid and poorly treated his employees; and who extends his attitude of worker exploitation to the elderly patients in the nursing manor, who, for the most part, are helpless to defend themselves. All of these actions are done in the name of making a profit."

Carr said workers at the home — 90 per cent of whom are women — earn \$4 an hour. That's up to \$3 an hour less than unionized nursing home workers in the surrounding area earn.

"The CLC feels strongly that profiteers in the caring industries should not be allowed to earn their money by underpaying their workers or skimping on care. We also feel it is important for workers to unite behind their brothers and sisters in time of trouble."

Free bargaining destroyed by Alberta's Bill 44

Edmonton — Bill 44, the Alberta government's legislation banning strikes in the province's hospitals and imposing contract settlements by compulsory arbitration, was described as "arrogant and ill-conceived" by CUPE's 6,500 Alberta hospital workers.

A brief to the provincial legislature said Bill 44 will destroy collective bargaining in the hospital sector. "It will lead to increased tension and frustration, to poor morale, lower productivity, and a decline in the quality of patient care," the brief added.

Ron Matthews, president of CUPE's Alberta Division, accused the Lougheed government of trying to ram through the legislation without adequate public debate and consideration. Affected groups were given only 11 days to prepare and present their briefs, and only 14 hours was set aside to hear them.

"Is this democracy? Is this fairness?" Matthews asked. "We suspect that if it were the business community which was being deprived of its rights, the process would not be quite so arrogant or abrupt."

The CUPE brief pointed out that there had been few major hospital strikes in Alberta that would excuse Bill 44 and no evidence that the relatively few strikes that have occurred endangered patients.

The brief noted that the wages and wage increases of CUPE hospital workers in Alberta have not been excessive, and have in fact, merely kept pace with average industrial earnings in the province. On a relative basis, comparisons with hospital wages in other provinces

disclosed that the Alberta rates are the lowest in the country in relation to provincial industrial wage levels.

The CUPE brief outlined a long and detailed case against compulsory arbitration, arguing that it not only destroys the fundamental right of collective bargaining, but fails either to prevent strikes or to set fair and satisfactory wage rates.

CUPE was especially critical of the sections of Bill 44 that list the criteria arbitrators must consider in making their awards, such as the levels of non-union wages, "stability of employment," and "the fiscal policies of the government."

"The circle is now nicely closed," said Matthews. "First the government strips us of our right to strike. Then it empowers itself to appoint the arbitrator and list the items in dispute. Then it orders the arbitrator to use certain criteria. We will be surprised if any self-respecting arbitrator agrees to act under such conditions."

"We are confident that independent, respected commissioners would reject compulsory arbitration," said Matthews. "We are ready to place our case before such a review. Is this government courageous enough to accept our challenge?"

N.B. Division convention favours per capita dues

Saint John, N.B. — The New Brunswick Division has voted in favour of the per capita increase suggested by CUPE's National Executive Board. The acceptance of the proposed per capita increase came at the Division's 20th annual convention in mid-April.

Job creation top priority for Manitoba government



Mary Beth Dolin, Manitoba Labour Minister.

Winnipeg — The NDP government of Manitoba pledged its commitment to free collective bargaining during the recent CUPE Manitoba Division Convention here.

In a speech to convention delegates, Labour Minister Mary Beth Dolin said: "The approach to economic problems in a number of jurisdictions has been heavy-handed, to say the least — direct interference with the free collective bargaining process."

"But the Manitoba government believes free collective bargaining can work even in tough economic times."

She added that meaningful job creation was a top priority. "We want to get people working, to invest in the economy that way. And we make no apology for emphasizing job creation."

During the three-day convention delegates passed a resolution opposing government financial aid to any privately owned health care facilities, warning that the growing influence of private business interests in the health care field could lead to separate health systems for the rich and for the poor.

Jacques Samyn was re-elected Division president. Mike Iwasienko was re-elected treasurer.

Other election results: Lloyd Day (Northern Area vice-president); Ed Blackman (Winnipeg and area vice-president); Beryl Williams (executive member, Brandon and region); Irene Young (executive member, Northern and region); and Bernie Andrew (executive member, Winnipeg and area).

P.E.I. delegates commended for fighting wage controls

Summerside, P.E.I. — The zero-and-five wage control plan proposed by the Prince Edward Island government would have been the most severe form of anti-public employee legislation yet enacted in Canada, National President Grace Hartman told the third annual CUPE PEI Division convention.

The plan, which was scrapped by the government after 2,000 persons marched on the provincial legislature, was called worse than any other wage restraint program yet enacted in this country.

Hartman told the 65 delegates, however, that they must still be on guard against any anti-worker legislation Premier Jim Lee could still come up with.

She praised Island CUPE members for turning out in record numbers to demonstrate their anger against the legislation.

"The 2,000 people out in Charlottetown, was like having 200,000 marchers at the legislature in Toronto," Hartman said in reference to the largest demonstration in PEI's history.

The convention, which re-elected Doreen Riley as president, also named Eleanor Cheverie as the new vice-president. Liz Doucette was elected secretary, and Sterling Wood was elected treasurer.

"We don't hire people like you!"



Even with human rights legislation, thousands of Canadian workers still face discrimination at the workplace because of colour, religion or sex.

Job discrimination is still rampant in Canada.

Even when the discrimination is blatantly obvious, it is difficult to overcome because anti-discrimination laws require victims to file complaints against their employers, either through a union grievance procedure or with a human rights tribunal. Most workers are afraid to incur their bosses' displeasure by taking such direct action.

The federal Human Rights Commission, although it has been in operation for five years, has so far received only 53 complaints of unequal pay, largely because of a fear of employer retaliation. The deputy chief commissioner, Rita Cadieux, said recently that most employers in the federal jurisdiction are

ignoring the law requiring equal pay for work of equal value, because they know most of their female workers are afraid to register complaints.

Another form of discrimination which is more insidious and far-reaching is the exclusion of whole groups of people from certain jobs because the requirements are fixed at levels they can't possibly meet. These are not only educational or skill requirements, but also physical characteristics such as weight or height, or even sex or age.

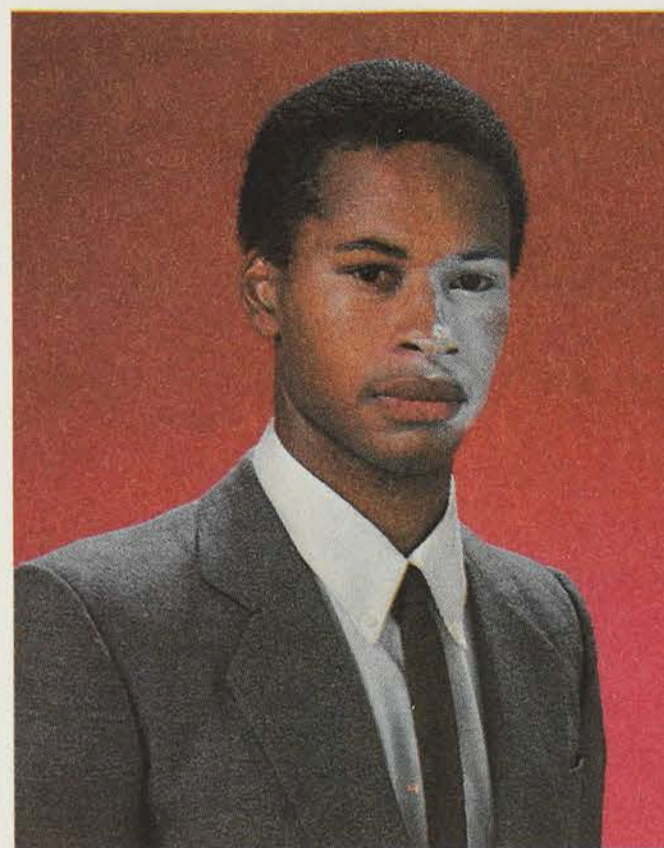
CUPE's Equal Opportunities Officer, Farida Shaikh, recently interviewed 27 members comprising a representative cross-section of women and minorities in the union's various occupational

groupings.

Twenty-four of those in the survey felt they were being discriminated against to some degree, ranging from a vague feeling their boss was prejudiced against them to actual denials of jobs because of their race or sex.

One black hospital worker who applied for a job for which she had all the qualifications got an entirely different reception when she spoke with the personnel officer on the telephone, and later face-to-face.

"He was very positive on the phone about my references and work experience," she said. "It sounded like he had decided for sure to hire me, and he invited me down to his office to fill out some forms. But when I got there and

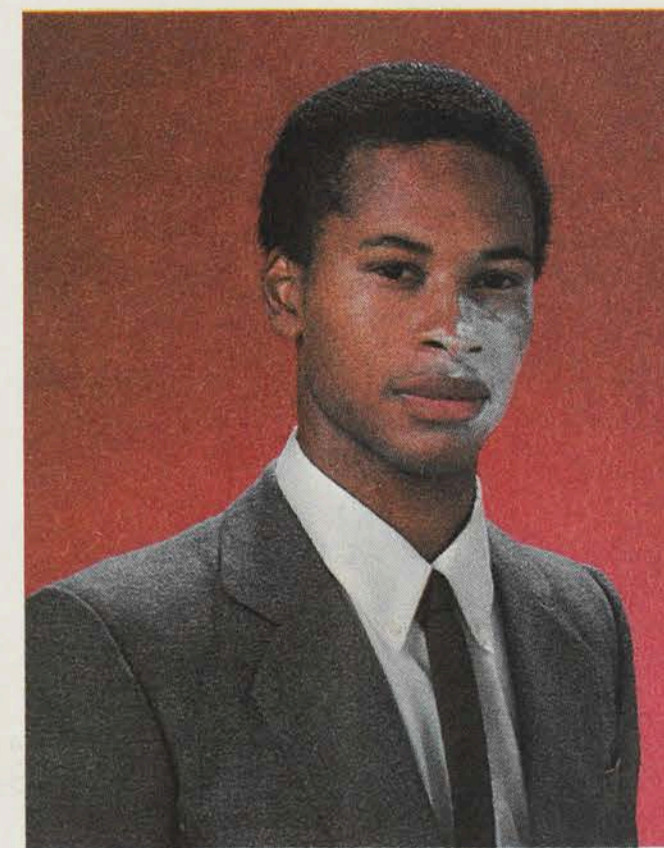


he saw me, his attitude changed completely.

"He was uncomfortable, and started hedging on my suitability for the job. When I pushed him for an explanation, he finally blurted out: 'We don't hire people like you.'"

Asked if she had done anything about such a blatant act of discrimination, she replied: "I thought about going to the Human Rights Commission, but you know what it's like. When you're looking for a job, you don't want employers to think you're a troublemaker."

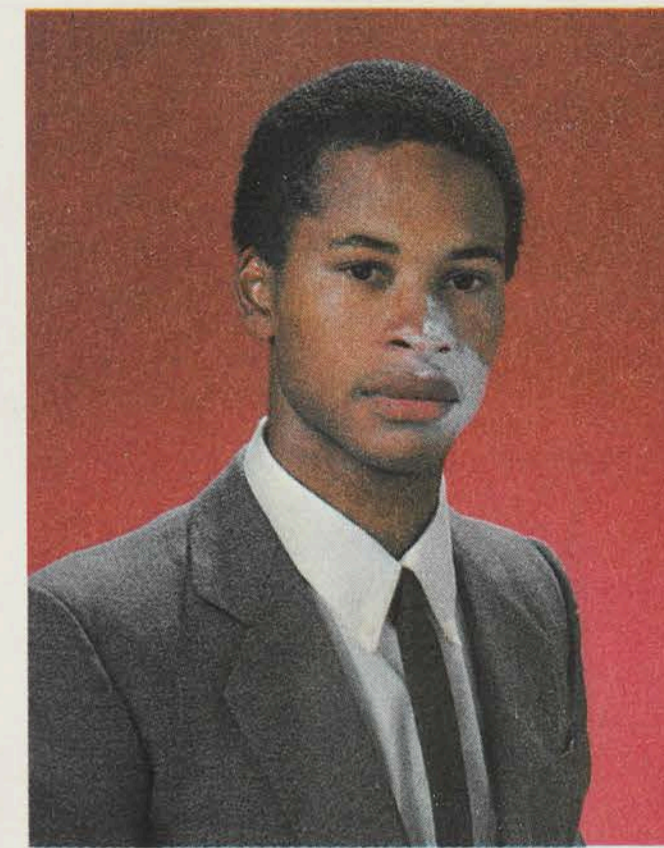
A brown male office worker, although he hadn't been subjected to direct and open discrimination, said he was made to feel he had to continually prove his ability and his status, while his white co-workers' capabilities were taken for granted.



"It's a form of discrimination that shows itself in little things," he explained. "Take jogging, for example. If you're brown you don't go straight to work after jogging. You go home and take a shower first. You can't afford to be sweaty. If a white guy has body odour, it's his personal problem, but when a brown guy does, it's a reflection on our whole race!"

Even in cases where members don't think they have problems with discrimination, the procedures and traditions in the plant or office may have a discriminatory effect. Shaikh encountered a case in point in a workplace where wages, working conditions and advancement were largely decided by a form of "rug-ranking."

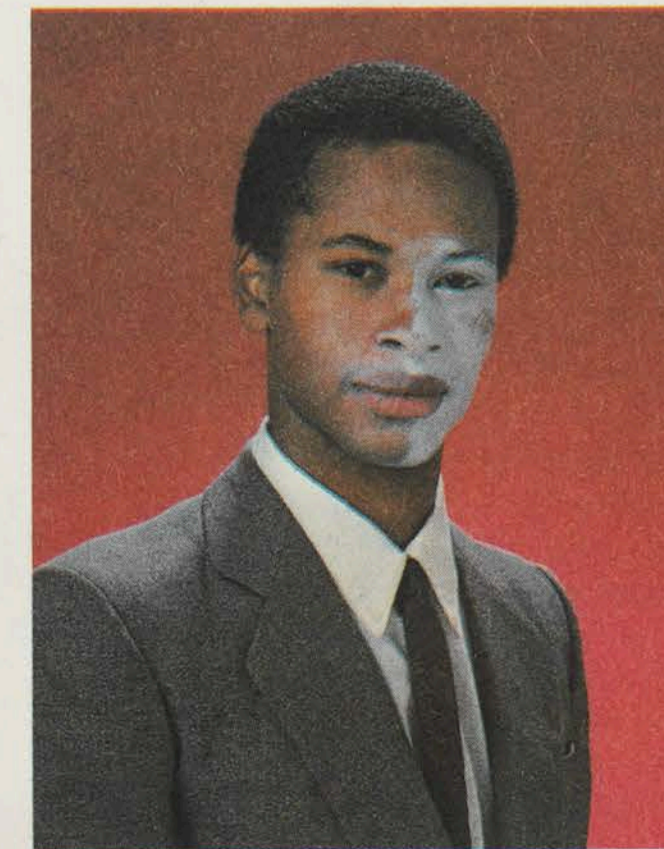
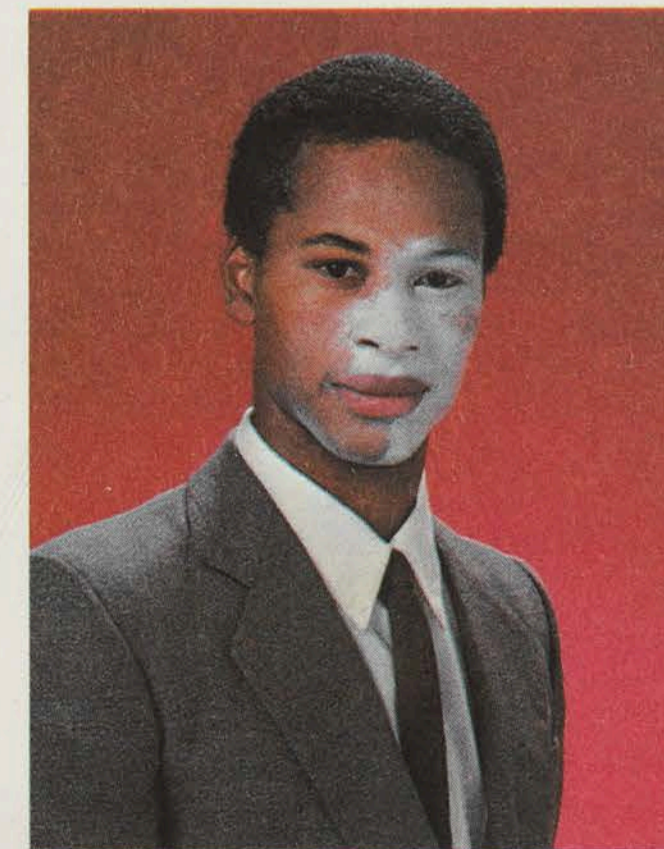
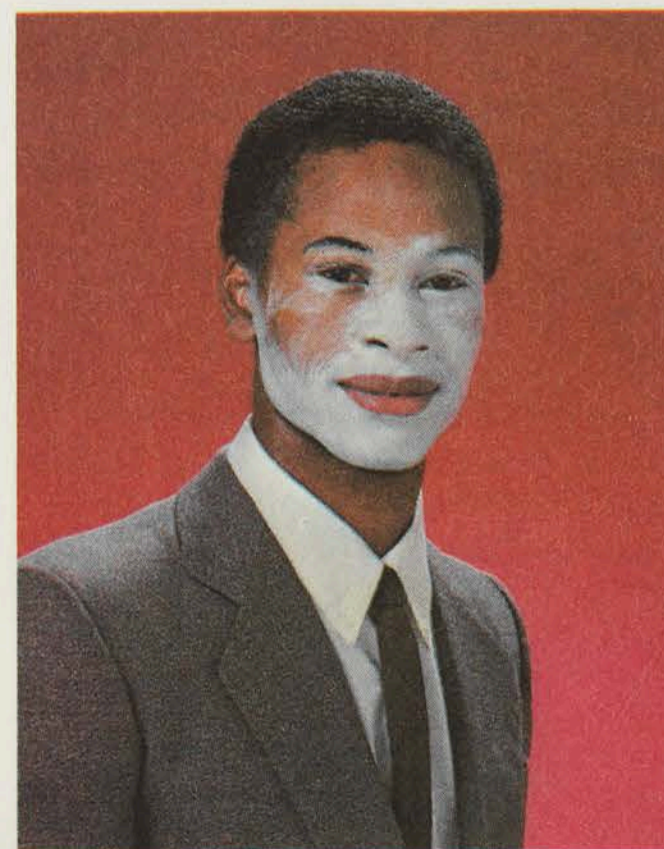
The typical clerical worker in that office was considered an adjunct to her immediate superior. Her education,



skills, job responsibilities and seniority had little or no effect on her wage rate or job category. Her pay, her benefits, her occupational status — all were dependent on the position held by her boss. If he got promoted, so did she. If he got bypassed or demoted, she shared his fate.

"What was interesting about these three cases," said Shaikh, "was that, like many of the other interviews I conducted, they illustrated the wide range of discrimination that exists, as well as the confusion that surrounds the definition of discrimination."

Significantly, not one of the 27 members she talked with was willing to have her/his name published. They all demanded anonymity before agreeing to talk with her. Only two had grieved the effects of the discrimination they suffered, and even they declined to grieve



under the "no discrimination" clause in their collective agreements. None had considered appealing to a human rights commission.

What makes discrimination such a difficult subject to deal with? Why are so many workers reluctant to confront it, or even discuss it?

In part, it is a problem of definition, but there is also a fatalistic attitude on the part of many workers. They believe that discrimination in its many forms is so deeply ingrained in the nation's workplaces that it is futile to challenge it.

In the case of overt discrimination, such as that experienced by the black hospital worker, the onus placed on the victim to complain — rather than an active enforcement of the human rights



the creation of low-paid "job ghettos" into which most female employees are herded.

Employers often try to disguise their unequal treatment of women by giving them slightly different tools or using different names for their job categories. But these are merely ruses to excuse the lower wages paid to women, or to exclude them from a pension plan set up for the men. At least two CUPE school board locals have encountered the latter form of discrimination in recent years.

Systemic discrimination is also evident in hiring practices that unnecessarily emphasize height, weight and other physical characteristics. Many women are barred from employment as police



approach focuses on the *impact* of employers' policies, and avoids getting into controversies about who's to blame or who benefits from discrimination. It also puts the responsibility for eliminating discrimination squarely on the employers, rather than on the victims of discrimination.

The fight against discrimination is a battle for equality — but not just for equal treatment. It is also a demand to be treated *as* an equal.

"The right to equal treatment," said Ken Norman, chief commissioner of the Saskatchewan Human Rights Commission, "is the right to an equal distribution of some opportunity or resource or burden. Every citizen, for example, has a right to an equal vote in



laws — serves as a powerful deterrent.

"It's the easiest kind of discrimination to identify, and theoretically the easiest to correct," said Shaikh. "But in practice, because the individual must initiate a complaint and expose herself to management retaliation, and often be labelled a troublemaker, overt discrimination is proving very difficult to eliminate."

Systemic discrimination is even more deeply rooted in our work system, because it institutionalizes unequal treatment of male and female employees.

An employer who establishes separate job categories for men and women doing essentially the same work, so he can pay the women less, is guilty of this sort of discrimination. The outcome is

officers because of such requirements. Other employers also retain these discriminatory deterrents for certain jobs even after the introduction of machinery enables the work to be done without much physical effort.

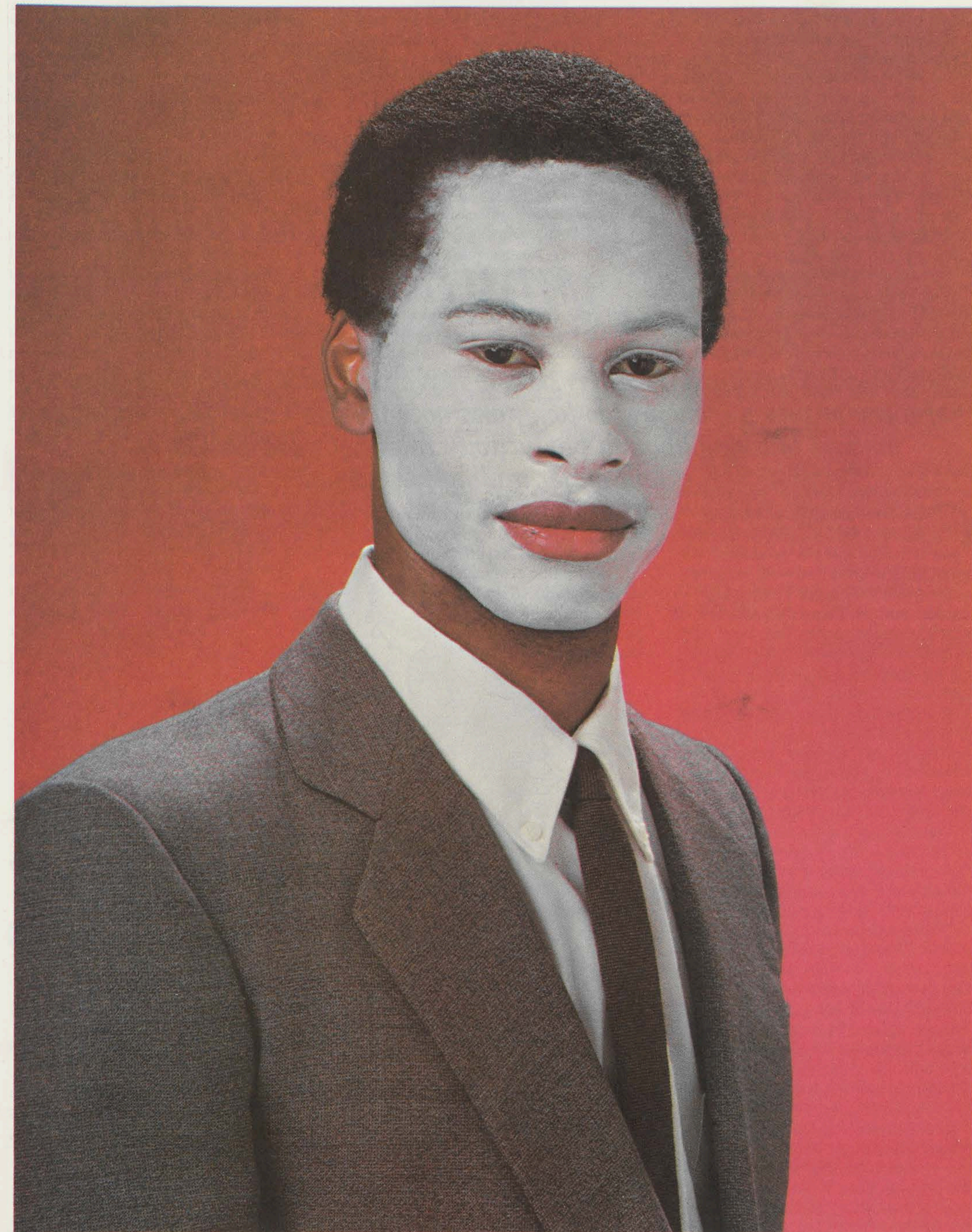
Another example — which CUPE has encountered occasionally — is a requirement that all members of a bargaining unit have a specialized trade ticket, such as a boilermaker's certificate, when only a few of the jobs actually call for the skills the ticket specifies.

Systemic discrimination of this kind, because it is tied so closely to management policies and practices, is becoming the chief target for trade unionists, activists in the women's movement, and human rights officials. The

a democracy. The right to treatment as an equal, on the other hand, is the right to be treated with the same respect and concern as everyone else.

"The right to treatment as an equal is *fundamental*, whereas the right to equal treatment is *derivative*," Norman added.

According to Shaikh, it is the right to be treated with the same respect and concern as others that is "the key both to an understanding of what discrimination is, and to the search for effective solutions."



The great Canadian productivity myth

by Wayne Roberts

Canada's productivity slip is showing. We've hidden behind the skirts of a resource-rich economy too long, and now we can't meet the competition without blushing about a productivity rate that's 23% below that of our major trading partners.

Canadians are definitely feeling embarrassed. Eighty-six percent of us say that our productivity problem is urgent. Sixty-one percent confess that they could be working harder. And the Prime Minister tells us that it's time to shake a leg.

Everyone agrees that what this country needs is a good five per cent productivity boost. The problem is that productivity is as hard to pin down as it is to get up.

Jim Turk, a researcher for the United Electrical Workers, says that productivity has become a Blarney Stone that politicians touch whenever they want to blame our economic problems on lazy workers. But he points out — and almost all business leaders and economists agree — that productivity has almost nothing to do with hard work.

"That's one of the big myths," Turk insists. "Imagine two situations in which a foundation is dug. In one case, there's a power steam shovel. In the other, it's dug by hand. If anything, the workers digging by hand are working much harder, but the productivity would be a tiny fraction of the steam shovel productivity. It really has nothing to do with how hard people work," Turk continues. "It has to do with the technology, the organization and management systems. The worker is just a victim of all this productivity talk."

So if workers are going to boost productivity, they have to work smarter,

not harder. The problem here is that workers have no control over the crucial decisions that affect productivity.

Trade union economists say that productivity flows from equipment, scale of production and market size. All



of these things are legally enshrined as the exclusive control of management, and managers won't budge on any of these powers. So we have a situation where wages are blamed for poor productivity. Wages are simply a scapegoat.

The Canadian Manufacturers Association, strangely enough, agrees. In a soul-searching document called "Competing in the Global Village," it admits that Canadian managers rank low on the international scoreboard for their poor use of expertise and technology. CMA vice-president, Laurent Thibeault, is worried that government wage controls deflect attention from the real solutions to our productivity problem.

"It's one thing to tighten your belt," he says. "It's another to squeeze yourself to death."

"There are two ways of looking at the problem," Thibeault argues. "You can say 'We're not competitive so we should lower our expectations. We should take lower wage increases.' That's a very negative way." It's better, he says, to ask "how can we generate new markets and output that will sustain the wages we expect? So it's really a more fundamental productivity problem. It's not as easy as saying

wages and unions are the problem."

According to Canadian United Auto Workers researcher, Sam Gindin, lower wages haven't improved exports in the past, and they aren't the key to a bright market future. "Canadian autoworkers' wages are about \$5 an hour below the U.S. In spite of that, we still have a very large auto deficit. That shows that lower wages don't lead to jobs. We haven't had our fair share of jobs under the Auto Pact in spite of lower wages." Trade agreements, not workers' productivity, are to blame for this.

Ironically, in spite of the Prime Minister's dire warnings, Canada's low rate of wage increases are about the only thing that has kept us competitive. Lukin Robinson, an economics professor at York University and author of *Canada's Crippled Dollar*, says that our wage increases have, in fact, fallen behind.



"Since 1970, our wages rose by 100%; West Germany's rose by 196%; and Japan's by 195%. In other words, our wages are lower in relation to West Germany and Japan than they were ten years ago. In fact, labour costs did not put us out of the competition" he says. "On the contrary, our wages have gone up less than countries that are held out as models of competitive advantage. So the message of the Prime Minister is wrong. It's not supported by the facts."

All these experts agree that putting our noses closer to the grindstone or rubbing them in statistics won't solve the problem of productivity. The hard fact is you can't increase productivity in a recession, when shops are working at 50% capacity. Even our top-of-the-class mining and steel operations are suffering massive layoffs. If productivity were the answer, these industries would be booming.

That's why the talk about productivity is deceptive. It tries to put the blame on workers rather than on an economy in crisis. So when you hear people howling about lazy workers and high labour costs, you have to figure that something's going down. And it's not just productivity.

Measuring the public sector

The realignment business is booming in Saskatchewan. Word is that poorly repaired roads are causing this increase in auto repair. And this leads to the basic point on productivity and the public sector.

Productivity isn't about efficiency: It's about dollar value produced. So a garment worker making designer jeans comes out looking twice as "productive" as her equally-efficient sister making a cheaper brand of jeans. And unfashionable public sector workers come out looking not very "productive" at all. "All" they do is serve people.

Statistics can hide the contributions of public sector workers to productivity. But they can't hide the costs of letting the quality of public services deteriorate.

That's why poorly repaired roads boost the "productivity" of auto repair shops — and cost Canadians more than it costs to fix our streets. And that's why our attitudes to public sector productivity have to be realigned.



CANAPRESS PHOTO SERVICE

Peace, Order & "Good" Government

Canadians have the reputation of putting law and order above all else.

What has that tradition meant to the rights of workers?

Are unions and union members ever justified in defying the law?

Those who put law and order ahead of everything else would say "no" — that laws always have to be obeyed or society will break down in chaos.

But the history of the Canadian labour movement shows beyond doubt that unionists would never have achieved decent working conditions if they were not prepared at times to challenge unjust laws — and to pay the price in

heavy fines and jail terms.

When workers are torn between their legal obligations on the one hand, and the reality of government/employer union-bashing on the other, their concept of justice may not coincide with that of governments and courts.

As Canadians, of course, we are more fortunate than the citizens of countries ruled by dictatorships of the right or left. Civil and human rights are

cherished and — to some degree — protected here, although there have been too many exceptions to warrant complacency.

The expulsion of the Acadians, the destruction of the Métis, the internment of Japanese Canadians during World War II, the jailing of hundreds of dissidents in Quebec during the October crisis of 1970 — these were all flagrant violations of the freedoms of minorities

in Canada.

Disturbingly, they were all not only tolerated but applauded by the majority of Canadians at the time.

Canadians, as Edgar Friedenberg notes in his book "Deference to Authority," are more inclined than the people of other democratic nations to bow to government laws and actions — not because of the inherent worth of those laws and actions, but because of

an almost obsequious deference to authority in any form.

Trade unions and their members, more than any other group in Canada, have been the victims of this kind of arbitrary misuse of government power. The tyranny of the majority, as expressed in labour laws and policies, has been devoted to the discouragement and suppression of unions, rather than to providing them with a favourable

environment in which to grow.

Every major gain the labour movement has made over the years has been at a cost of struggle and sacrifice — and, yes, sometimes the struggle has involved civil disobedience. Labour's battle against unjust laws, against anti-union politicians and employers, against an intolerant press — could not have been effectively carried on if every law were always scrupulously obeyed.

Take, for example, the infamous Section 98 of the Criminal Code used after the Winnipeg General Strike in 1919 to ban "unlawful associations."

As Prof. Frank Scott, the eminent constitutional expert, wrote in *Queen's Quarterly*, "For permanent restriction of the right of association, freedom of discussion, printing and distribution of literature, and for severity of punishment, Section 98 is unequalled in the history of any British country..."

Although it was finally repealed in 1936, Section 98, as Mr. Justice Tom Berger has pointed out, was used as the model for regulations passed under the War Measures Act to suppress aliens and dissenters, and for the sweeping powers of arrest and detention conferred on police by the War Measures Act of 1970.

Section 98 was invoked in the 1920s and 1930s to deport many thousands of trade unionists who had immigrated to Canada from other countries, on the grounds that they were "suspected Communists." The RCMP Commissioner of the day, J. H. MacBrien, claimed that "when Canada has rid itself of foreigners, there will be no unemployment or unrest."

Other incidents of blatant government attacks on unions include the attempt by the Ontario Liberal government of Mitch Hepburn to crush the organization of industrial unions in the 1940s, and the notorious Padlock Law enacted by the Duplessis government of Quebec, which was used frequently to harass and intimidate unions in that province.

This abrogation of the fundamental rights of union members continues to this day. The federal and most provincial governments have taken away the right

of public sector unions to bargain collectively, and some have abolished the right to strike, have broken contracts and rolled back previously negotiated pay increases. Attempts to defy such legalized lawbreaking by governments have been crushed, and in Quebec the Parti Quebecois government even denied striking teachers the protection of the Canadian and Quebec Charters of Rights.

What Canadian governments have done, in effect, is to make it illegal for public sector unions to function as unions, and to deprive their members of union representation. Union members have been stripped of their freedom of association, since that freedom means nothing unless the association itself is free to discharge its mandate.

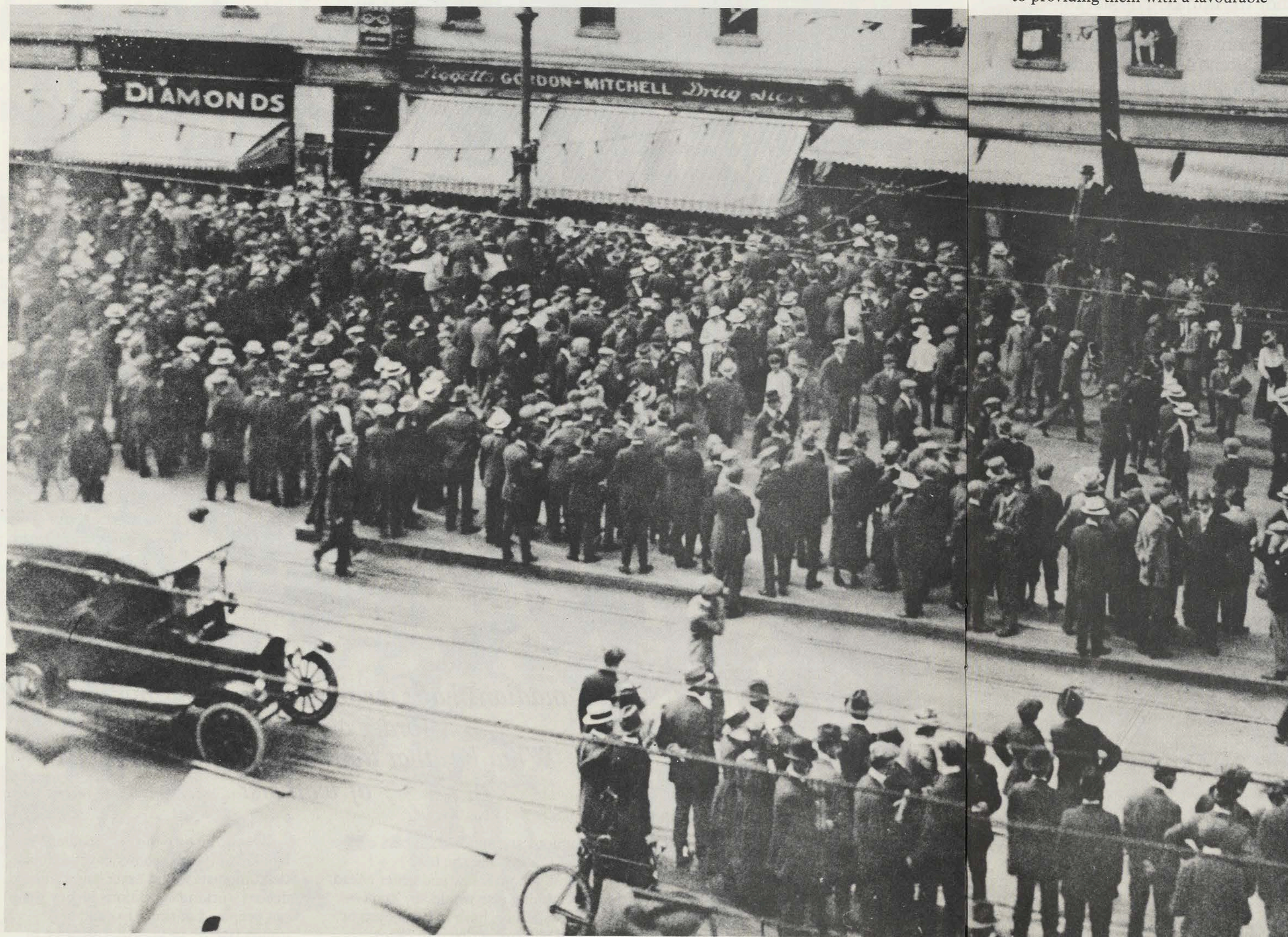
This list of government curbs on basic union rights today shows that there is no shortage of provocations that could trigger civil disobedience by unions. That most unions have bowed to the legislation removing their rights is a reflection of their inherent respect for the law, as well as their reluctance to risk the kind of harshly repressive measures that governments in this country have inflicted on unions in the past.

Unions are also aware that they will be called "selfish" as well as lawless if they resist laws removing their bargaining power. And it is true that unions are mainly concerned with protecting and advancing their members' interests. But self-interest is not necessarily the same as selfishness.

Canadian unions represent more than three million workers, who, with their families, comprise more than nine million people. If the labour movement is being "selfish" in its attempts to help that many men, women and children, it is surely a higher form of selfishness than that manifested by most politicians, business executives, and bankers, who promote and enact the laws that shackle unions.

George Woodcock, literary critic and author of a book on civil disobedience, perhaps best stated the obligation, if not the right, of unions to resist unjust laws.

"As long as there are men and women who disobey in the name of justice and decency," he said, "humanity is not enslaved. When the duty to obey without question is accepted, that is the moment of freedom's death."



During the 1919 Winnipeg General Strike, workers acted in defiance of the law to bring much needed reform to society.

Diary of a nursing home worker



On January 29, 90 members of Local 1259 went on strike against Keddy's Nursing Manor in Halifax. The strike followed months of frustrating negotiations for a first contract and anti-union harassment by the home's owner, Donald Keddy, and his brother Dale, the home's administrator.

Prior to the strike, Donald Keddy — who also owns the Keddy motel chain in the Maritimes — was found guilty of violating the province's Trade Union Act by the Nova Scotia Labour Relations Board.

He was charged with illegally firing three members of Local 1259's executive and one other union member, interfering with the formation of a union, trying to prevent an employee from joining a union and changing conditions of employment.

The fired workers were reinstated by the board a day before the strike began.

One of the things that aided CUPE in its case against Keddy was a diary kept by **Rita Eastman**, a cleaner and the local's secretary-treasurer. Although Eastman was not one of the fired workers, she was subjected to constant harassment and pressure by management because of her union involvement.

Here are excerpts from her diary.

Thursday, July 15.

Dale Keddy received a call from (CUPE representative) Harold Martell about changing our hours of work from seven-to-three to eight-to-four. He called all the cleaning staff into the office.



Friday, July 16.

He slammed papers on the desk and kicked his garbage can.

He talked about the union in the Keddy's motel in Sydney; how they were animals... How the union was no good. Although he was talking to everyone his comments were directed at me.

It's my day off. I went over to get my pay. Dale Keddy sent a nurse to get me. He asked why I didn't tell him I had seen Harold Martell the night before. I said I felt I didn't have to tell him. He wanted to know what went on. I told him negotiations. He suggested I should look for another job, because he couldn't afford to give me anymore money.

"If I only have two apples, how can I give you three?" he asked.

My answer: "The cost of living went up 12 per cent. We got a 7 per cent raise and Don Keddy wants to raise my rent by 25 per cent. (Keddy owns an apartment building near the nursing home, where many of the workers live.) How can I pay my rent?"

No reply.

Monday, July 19.

Went to work at a new time. No trouble until after break. Usually I call my children at break time and tell them to get up, but I had forgotten that morning. So I had permission from a patient to use her phone.

However, Dale Keddy... came looking for me and caught me using the phone. He said, "What the hell are you doing?"

"Calling home to check on the young fellow," I said.

"Not on my time," he said. "I want you in the office."



Tuesday, August 3.

We had a meeting with Dale Keddy. I was told to tell the union there would be layoffs in each department. Dale said they can't give us any more money. He said he never got a raise himself.

He said a couple of the South rooms were filthy. When I asked what rooms he was speaking of he didn't say. He blamed the nurses for the state of the rooms.

He said he wanted cleaners to work tonight, but I told him I couldn't because of personal problems.

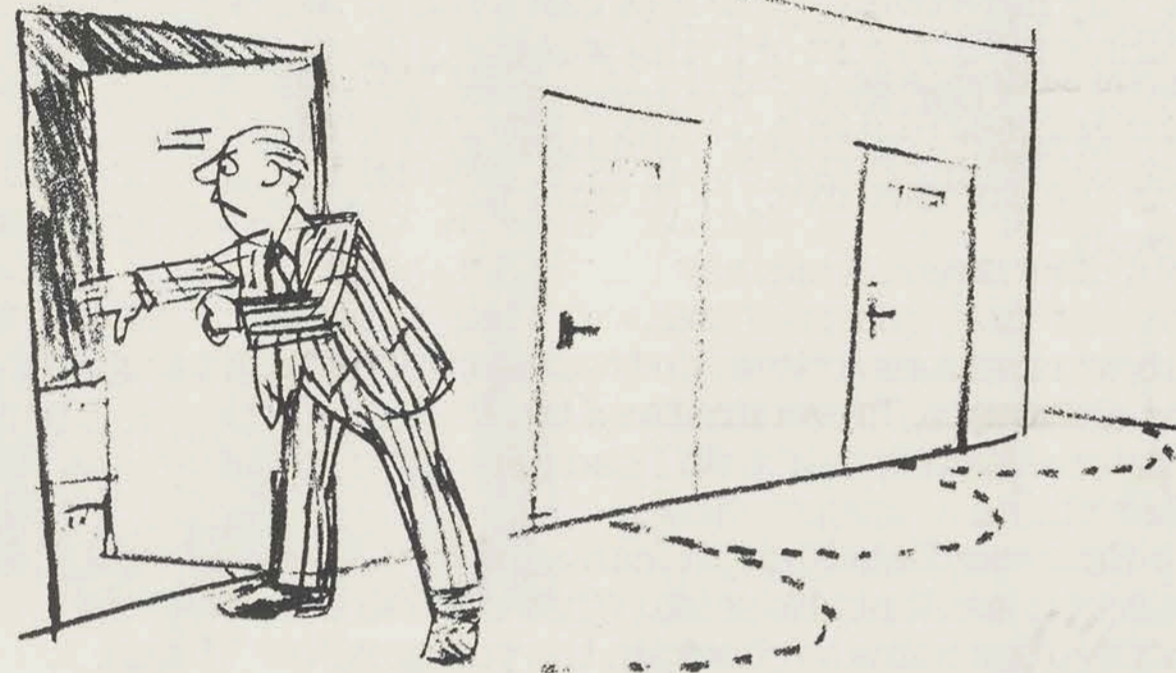
He said, "will you be able to get to the union meeting." I said, "yes."

He said he was waiting for one of us to tell him about the meeting. No one answered. He said he wasn't sure whether he was going to change our hours and that he has the right to pick and choose who would stay and who would go.

"Here on my desk," he said, "I have 23 cents. How can I give you 25 cents?"

Monday, August 23.

Our closet door was locked. I had to get Ron to open it... I went down to the laundry to get my mop and rags. When I got back I was putting the mop on the handle. Donald Keddy came down the hall. Heather Perry was in the closet and asked me to open up the cupboard, for which I have the keys. I did and by then he was down looking in the closet. Later that same day he was down to check my rooms. I saw him looking in the rooms. He was seeing where I was. Later that day he came back. I was cleaning the utility room... I heard him speak of the cleaning. He spoke about contracting-out the cleaning.



Wednesday, September 15.

I had a hard day. I had to do 20 rooms and 19 washrooms, plus I had to take the laundry over eight times that day.

Thursday, September 16.

No trouble except Dot approached Dale and told him how we agreed to lose a day's pay a fortnight if it meant no one would be laid off. We all signed a paper to do this. (Keddy had threatened the workers with layoffs. Eastman went along with the concession because she didn't want anyone to lose his or her job. After the paper was signed, Keddy put everyone back on a regular, 10-day shift, except for Eastman.)



Tuesday, September 21.

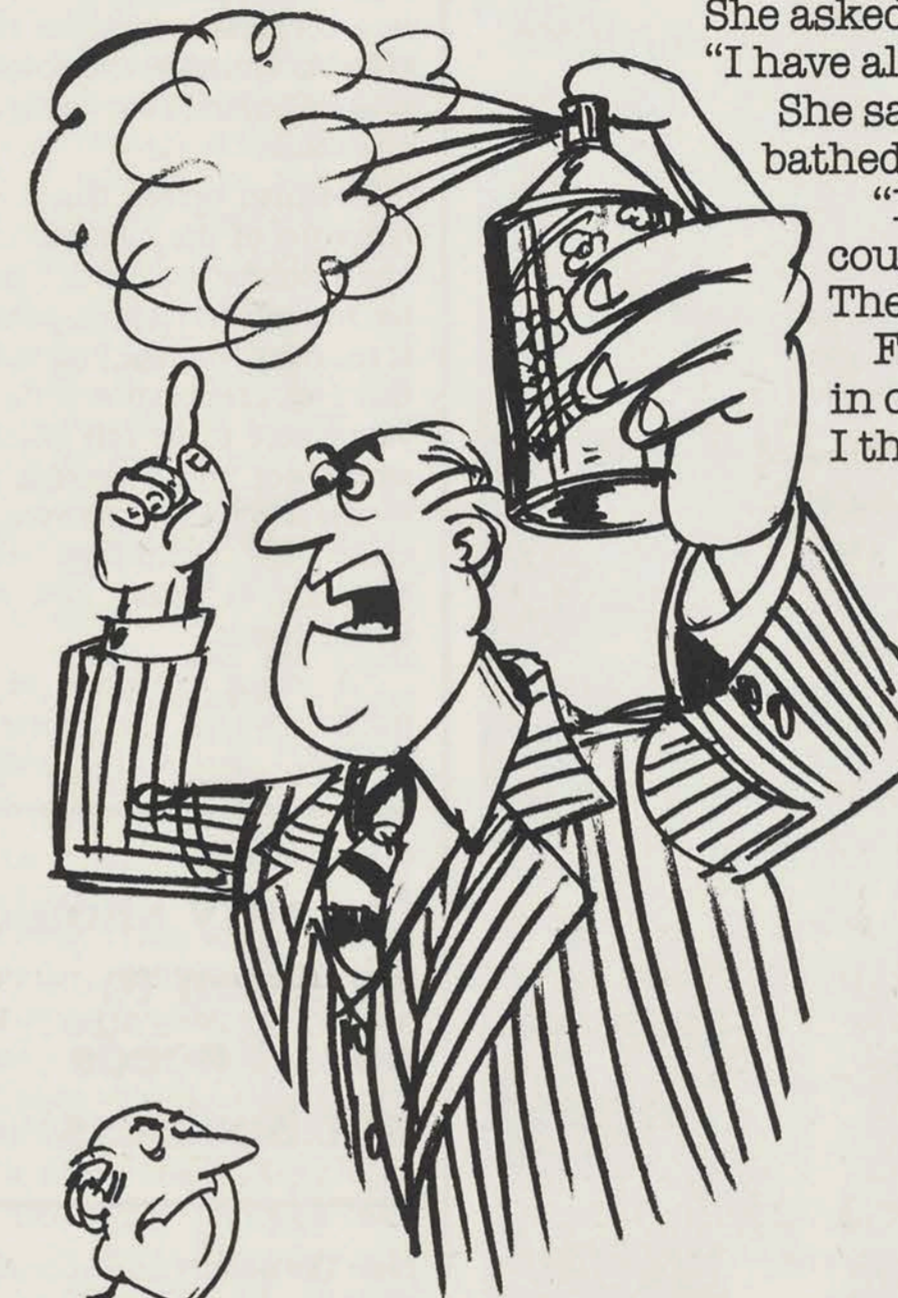
It was to be our negotiations. I didn't go because I was at home sick. The girls were upset. They said Mr. Martell was supposed to have said the rooms were filthy and that we could do 20 rooms easy and if we didn't do our work right that Don or Dale could fire us. Mr. Martell said it wasn't so.

Tuesday, October 12.

We had a meeting with Dale Keddy this morning. When he came into his office he had a can of Arid spray deodorant. He said he wanted all of us to bathe each day and use deodorant. He said he fired one person in the kitchen and that he would fire more. He said he wasn't pleased with the work that was done on the holiday Monday...

Later that day I was approached by Mrs. Penny (the head nurse on the south wing). She asked me if I had trouble with perspiration. "Yes, like everyone," I said. She asked me if I used a deodorant. "Yes." She asked me what kind. "I have all kinds of Avon," I said.

She said maybe it wasn't strong enough for me. I told her I bathed every night and that I used deodorant. "Maybe once isn't enough," she said. Maybe I had to do it a couple of times. She also said she was asked to speak to me. Then she handed me a bottle of deodorant. First I was embarrassed. Then a little hurt. Then I went in one of the rooms and had a cry. Then I got angry. I thought, "how dare they."



Monday, October 18.

Had a meeting with Dale Keddy... He said we could do 20 rooms easy. He said if we couldn't finish our work we would have to come back at night and finish on our own time without pay.

At lunch my card wouldn't punch right. Dale asked me if I had trouble seeing. I said "no". He said, "you walked over a piece of paper." I told him I saw it and planned to pick it up on my way back.

He then proceeded to say, "Rita, you have some days coming to you in November."

"November?" "Yes. Court dates. You're still charging me (for harassment)."

I said, "yes." He said he went to church on Sunday and said a prayer for the ones who were giving him a headache. He said we should all go to church...

I said, "I can't see people going to church and coming out and cursing and swearing and going on like church wasn't on their mind at all."



Major public sector expansion is key to economic recovery — Hartman

Ottawa — A major expansion of Canada's public sector is necessary, both to improve social programs and services and to create jobs for the nation's unemployed, National President Grace Hartman told delegates to the CLC's national economic conference.

She said that, contrary to popular belief, Canada spends less on health care, education, family allowances, workers' compensation, unemployment insurance and other social programs than do most other countries and recent cuts in government funding of these services are lowering their quality and availability even more.

"Canada is now 15th on a list of the world's 19 industrial nations in terms of social spending," she said. "And the way our federal and provincial governments are going, we'll soon be at the bottom."

Hartman said the attack on the public sector is being orchestrated by the large corporations, which want to divert even more government revenue into their own coffers.

"Welfare is acceptable, it seems, as long as it goes to the wealthy," she said, noting that none of the federal government's 300 business assistance programs have been reduced.

The CUPE president said that the diversion of funds, from social services to corporations is the Canadian version of Reaganomics, or supply-side economics, which has been proved a "complete flop" in the United States.

"All you accomplish by making the rich richer, in the hope that they will create more jobs, is to make the rich richer," she

'Canada spends less on social services than do most other countries — and it's getting worse'



Hartman speaks to CLC economic conference.

said. "Pumping more money into corporate sinkholes in an effort to stimulate the economy is like throwing a drowning man an anchor."

Hartman agreed that a revitalization of the manufacturing and resource sectors are essential to a real and lasting economic recovery. But she pointed out that even a restoration of the private sector to its full potential would not create enough jobs for the army of unemployed, because new technology would eliminate as many jobs as it would create.

"A major expansion of our public sector is therefore needed," she said, "both to

'priority should be given to social needs not business'

raise the quality and accessibility of those services that make any society civilized and humane, and to generate needed employment."

She cited health care, schools and universities, nursing homes, day care centres, municipal services and public transit systems among the facilities that need upgrading.

"The choice facing Canadians today," Hartman said, "is nothing short of deciding what kind of society we want to live in, and in what way our economic resources are to be allocated. CUPE believes this choice must be based on giving priority to social needs rather than narrow business interests."

Credit union official votes wrong way, loses \$250,000

North Vancouver — When the municipal council voted to contract out municipal garbage collection, one of the aldermen who voted for contracting-out was manager of the North Shore Credit Union where Local 389 had \$250,000 on deposit. This alderman, Bill Sorenson, was also outspoken in calling for civic wage restraints.

So Local 389 withdrew its quarter-million dollars from the credit union. In a letter to the credit union, Local President Harry Greene said the funds were being withdrawn because Sorenson's actions as an alderman "brought about a loss of jobs, resulting in higher costs and taxes, and inferior service to the community."

Sorenson then resigned as an alderman, charging Local 389 with trying to undermine his job security and put undue pressure on him to vote as CUPE wants.

But Greene pointed out that a credit union is a working class institution and "Sorenson can't expect to be head honcho there while engaging in union-bashing as an alderman."

While most of the anti-union media criticized Local 389, one columnist — Jack Clarke of the Vancouver Province — defended the Local's decision.

"It would have been surprising," he wrote, "if CUPE had done nothing in response to a move that left eight of its members on the street. It is naive and sentimental twaddle for anyone to expect a union simply to accept an action against its interests without responding in any legitimate way it can."

"The decision to withdraw \$250,000 from the credit union was perfectly legitimate. It is the union's money and in this



The first anniversary convention of the Ontario Council of Hospital Unions (CUPE) was also the occasion for the official presentation of the council's charter. OCHU President Paul Barry accepts the charter from National President Grace Hartman at the Hamilton, Ont. convention.

democracy you can still do what you want with your own money as long as you don't break the law."

Clarke noted that many corporations use their money politically all the time, contributing to political parties that follow policies they want, while refusing to bankroll politicians who aren't sympathetic to business interests.

NDP candidate wins lost pay grievance

Saint John, N.B. — An arbitrator has ruled that a member of Local 1866, who was forced by the Workers' Compensation Board to take five weeks off without pay in order to run as an NDP candidate in the last provincial election, should be reimbursed for her lost pay and receive all other benefits she would otherwise have received.

Dee Dee Daigle filed a grievance claiming her employer had violated an article in the collective agreement with Local 1866 covering leave for political candidacy. She was the NDP candi-

date in the Saint John Harbour riding.

Arbitrator Marc Yeoman, Q.C., upheld her grievance, ruling that she was exercising her legitimate right to be a candidate in the election.

"When The Axe Falls" film seen on Global TV

Toronto — "When The Axe Falls" — CUPE's documentary film on Ontario's Economic crisis — was shown on the Global TV network Sunday, April 24, at 4 p.m.

The film, hosted by Stephen Lewis, outlined the effects of the provincial and federal government's economic policies on working people.

In interviews with workers, unionists, clergy, politicians and economists, a clear picture emerged of the deliberate attack on working people and their rights.

The decision to buy time on TV to show the film was made so as many CUPE members as possible could get a chance to see it.

Newspaper defends CUPE in opposing "cheap labour"

Brampton, Ont. — CUPE's efforts to upgrade jobs created by government make-work projects, and ensure they pay union rates, have drawn much editorial criticism from the media. ("CUPE blocks job creation plan!" screamed headlines in the Thunder Bay Chronicle-Journal.) But here in Brampton, the Daily Times editorial argued that "CUPE has a point."

Representative Ruby Chisholm said CUPE doesn't object to temporary workers being hired by the city, as long as they're not hired as "cheap labour".

"Give them the jobs," she said, "but also give them the wages those jobs deserve."

City council wanted to pay such workers only \$3.50 an hour, instead of the \$8.46 labourer's rate in the collective agreement.

Budget gigantic giveaway to big business — Cummings

Ottawa — Finance Minister Marc Lalonde's budget is "a formula for economic relapse, not economic recovery," according to National Secretary-Treasurer Kealey Cummings.

He characterized the budget as "a gigantic welfare plan for the country's business firms."

"It's based on the silly right-wing notion that all that has to be done to create more jobs is throw more money at the corporations," said Cummings. "That hasn't worked in the past, and it's certainly not going to address the real problem today, which is a lack of demand for goods and services, not a lack of productive capacity."

The CUPE officer said that what is needed is a "bubble-up," not a "trickle-down" budget — one that puts more disposable income into the hands of consumers through substantial tax cuts for low- and middle-income earners.

"Instead," he pointed out, "the net effect of the budget's tax changes will be to raise personal income tax revenue by an extra \$260 million by the end of 1984."

"In addition, the continuing imposition of public sector wage controls into 1984 will prevent most public employees from buying more private sector goods."

Cummings also noted that, although the federal government has allocated over \$2 billion for public capital projects over the next four years, the jobs to be created by such projects may be more than offset by the cuts in the funding of health, education and other social programs already initiated.

"The sharp reductions in

transfer payments to the provinces," he said, "will either necessitate more cuts in services and the loss of more public sector jobs, or they will force the provinces to raise their taxes to compensate for the federal cuts. In either case, the outcome will be lost jobs and purchasing power."

CUPE membership hits 291,000

Ottawa — CUPE's total national membership is nearing the 300,000 mark. The latest membership figures compiled by National Secretary-Treasurer Kealey Cummings shows that 291,000 public employees across Canada are now dues-paying members of CUPE.

The addition of the 4,200-member Montreal bus drivers' group accounts for some of the increase.

Committee to promote better labour education

Halifax — Education Representative George Newell has been named by the Nova Scotia Federation of Labour to serve on a committee to promote better labour relations education in the province's high schools.

A sub-committee of the Dalhousie Labour-University Committee, the Committee on Labour Education in the Schools will assist primary and secondary school teachers with material and resource people. The aim is to extend the present limited scope of labour studies in the province's school system.

"Any assistance or advice that any CUPE Locals or members might wish to give to this important committee would be most welcome," Newell said.

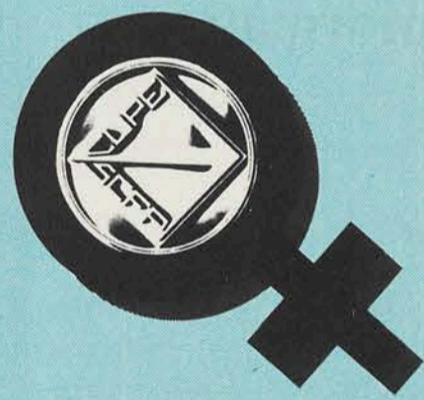
Local 707 member wins tourism award

Kitimat, B.C. — Ena Pegley, a member and shop steward of Local 707, has received a "Good Show Award" for her community work and promotion of tourism in the area.

In her job as cashier and re-

ceptionist at Sam Lindsay Memorial Pool for the past nine years, she has gone out of her way to welcome visitors, show them around, and answer their questions.

Recreation Director Joe Ianarelli paid tribute to Pegley's dedication and friendliness, and said he could think of no one more deserving of the award, which was presented by the Advisory Recreation Commission.



CUPE Task Force on Women renews fight for equality

Quebec — While the economic crisis is hurting every worker, it's having a particularly adverse effect on women in the workforce. And there's no better — or more critical time — to make women's issues a priority.

That's the conclusion of the CUPE Task Force on Women, which met here recently on the heels of the CLC's national women's conference.

The task force, whose mandate is to educate and help mobilize CUPE members on women's issues, will be preparing a policy paper for the CUPE National Convention in October.

"We know that the unemployment rate for women stands at 12 per cent, that they are the first to be laid off in tough economic times, that they're still clustered in low-paying job ghettos and will face an uncertain future with the rapid introduction of technological change," said CUPE President Grace Hartman, who was acting chair of the first meeting.

"As a union with almost 50 per cent female membership, we can't let up in our efforts to gain equality for women," she added.

Elected to chair the task force was Maxine Zurbrigg, representing British Columbia. Other members of the task force are: Lyn Godin (Alberta), Mélanie Medlicott (Sask.), Darlene Muloin (Manitoba), Gloria Opaski (Ontario), Raymonde Bélanger (Quebec), Barb Kowalski (Nova Scotia), and Julie Crabbe (Prince Edward Island).

National staff on the task force: Ernie Parker (Job Evaluation), Elizabeth Plettenberg (Education), Shereen Bowditch (Office of the National President), Bozica Costigliola (Public Relations), Farida Shaikh (Equal Opportunities, secretary to the task force), Gene Errington (Research, B.C.), and Julie Griffin (Representative, Ont.).

CUPE equal opportunities kit

Ottawa — A member's kit on equal opportunities for women is now available from National Office.

The kit, designed to give members basic information on women's issues, contains sheets on affirmative action, the "how-tos" of forming a women's committee, technological change, equal pay, and sexual harassment.

To obtain the kit, write: Farida Shaikh, Equal Opportunities for Women, CUPE, 21 Florence St., Ottawa, Ont. K2P 0W6.

Council's wage freeze "offer" could mean a long strike

Brooks, Alta. — The refusal of the county council to make a wage offer has triggered a strike by the 40 county workers, members of Local 1032, employed in the public works department and also in nine area schools.

Long negotiations and mediation by the Alberta Labour Dept. failed to budge the council.

"They're offering us no increase, no changes to the old collective agreement," said Representative Gerry Patterson.

The county council's decision to freeze the employees' wages was backed up by threats from the chairman of the county negotiating committee, Alfred Peltzer.

"We're determined there'll be no wage increase this year," he said, "so the strike could last indefinitely if the union doesn't give in."

He added that, if the strike drags on, the council will contract out work or have it done by volunteers.

Patterson said that the council's hard line typifies the current attitude of many municipalities in the province.

"Even though the Alberta government has not imposed official wage controls, many councils are adopting their own wage limit policies. They either offer very small increases, or, as in the case of the Brooks council, none at all."

He added that, with an 80% strike vote, the members of Local 1032 are prepared for a long, tough struggle

Information requested on hazards in offices

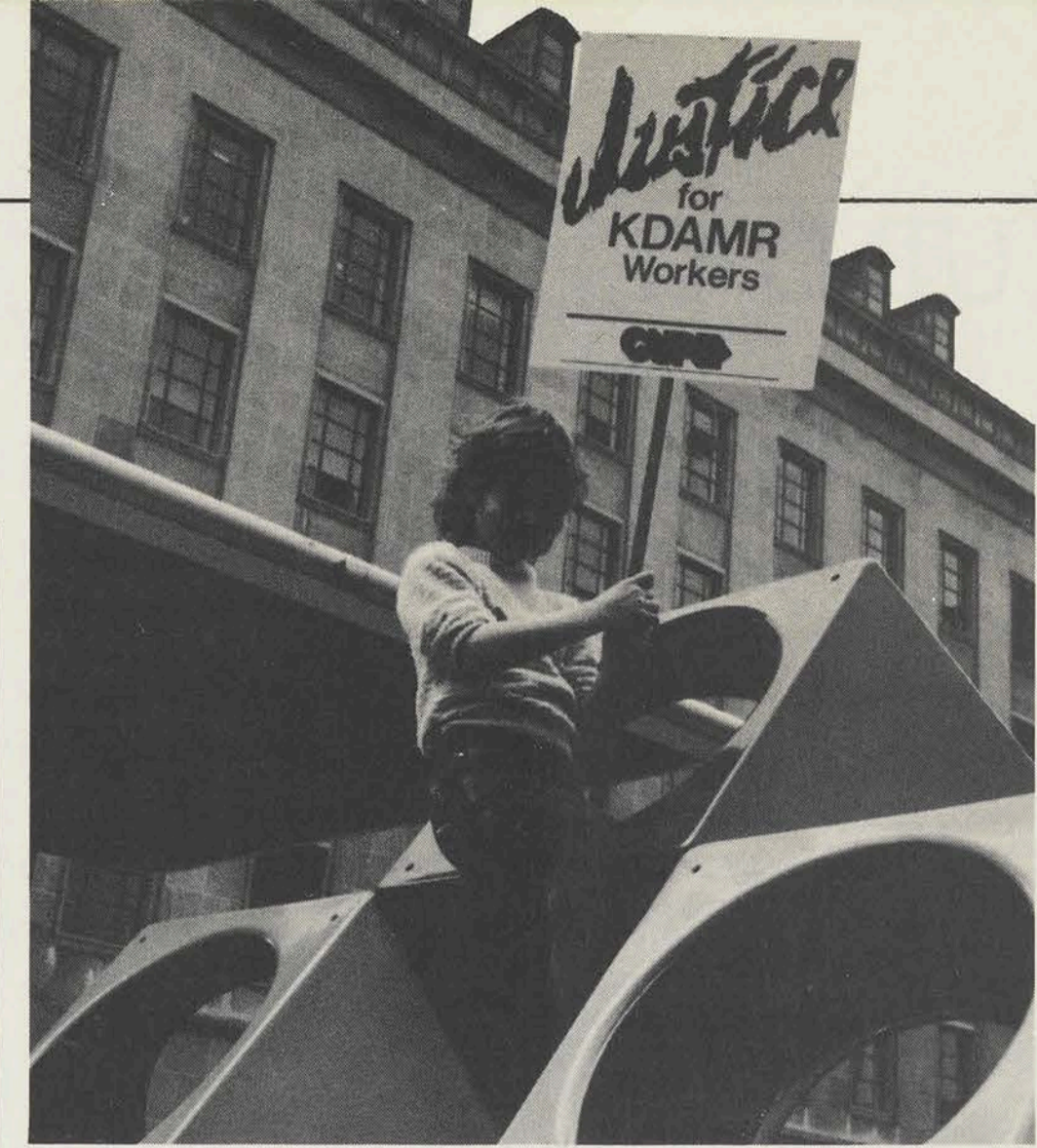
Toronto — Ralph Carovale, president of Local 1750, which represents employees of the provincial Workers' Compensation Board, has been appointed to the Canadian Standards Association's Technical Committee on Office Ergonomics.

This committee's job is to establish guidelines for the design of office furniture, work-stations, etc., that will be conducive to employees' health and safety.

Carovale is now trying to determine which areas the committee should concentrate on. He is collecting data based on specific hazards or problems that CUPE members have identified.

CUPE is requesting that all locals with office workers in their membership ask those members to provide information that will assist Brother Carnovale. They are asked to notify him of any existing hazards that have been identified in their place of work, and the causes, such as poor office design, toxic substances, improper work practices, and so on.

Any suggestions for improvements they may have will also be welcomed, as well as any tech-



Employees of Kingston and District Association for the Mentally Retarded brought their fight for a better contract to Ottawa. Erin Sepic, daughter of striking worker Patrice Dwyer-Sepic, calls for justice near Canada's Supreme Court.

nical material they may be able to supply.

Please send this information to Ralph Carnovale, President, Local 1750, CUPE, 55 Gervais Drive, Toronto, Ont., M3C 1Y8.

Planned layoffs averted by political action

Toronto — An intense political action campaign by members of Local 2316, Children's Aid Society of Metro Toronto, paid off recently when the board of directors voted not to lay off 21 employees after the provincial government slashed the society's budget by \$3 million.

Earlier, the CAS executive director had ordered the layoffs in the face of the budget cut-backs.

The victory was the result of a week-long lobby and public relations effort by the local. The action included direct appeals to board members by users and employees, contacting politicians, holding news conferences, preparing briefs and mobilizing community organizations.

The culmination of the cam-

paign took place at the board of directors' meeting, where the local — backed by more than 350 employees, parents and representatives of community organizations — was able to convince the board to preserve its level of service and save the jobs of its workers.

Mike Jones, president of Local 2316, urged the society to stand up to the provincial government "for the good of all the children of Ontario."

First agreement strikes ruled okay in Ontario

Toronto — Responding to an appeal by CUPE, the Ontario Labour Relations Board has ruled that Ontario's wage control legislation doesn't prevent a union from striking or seeking arbitration on non-monetary issues in a first agreement.

The decision could serve as a spur for organizing new groups of workers in the public sector during the controls period.

The board's decision flowed from CUPE's efforts to negotiate a first agreement for employees of Toronto's Doctors' Hospital.

UP·DATE

Nurses' home visits must be stopped — arbitrator

London — A grievance filed by Local 101 has been upheld by an arbitrator who ordered the City of London to stop sending its nurses to the homes of municipal employees absent because of illness.

Brian Langille said in his ruling that the visits invade workers' privacy and violate their collective agreement.

The city tried to justify sending public health nurses to the homes of sick employees, saying such visits were necessary to prevent abuse of the paid sick leave clause in the contract.

But the arbitrator said the visits are "an exercise in management power forbidden by the terms of the agreement." If the city wants to change the policing of sick leave, he added, it should do so through collective bargaining.

Keeping Track

Twenty-two staff changes have occurred in recent months, including the hiring of three permanent Representatives, and eight temporary Representatives.

Robert Fifik, who had been a temporary Rep since last May, became a full-time Representative in the Manitoba Regional Office on Jan. 3.

Gerald Joyce, previously employed with the Quebec Council, and also as a temporary Rep, was appointed a permanent Representative in the Quebec Regional Office on Jan. 7.

The two new temporary Representatives are Joseph Herbert, who will be replacing Richard Bélanger (now on LTD) in the Eastern Ontario Office; and Suzanne Monier,

who will be replacing Gerald Joyce in the Quebec Regional Office.

The two temporary organizers are James Flynn and Maurice Vezina, both assigned for two months to the Quebec Regional Office.

Jack Hughesman, formerly Regional Director in Saskatchewan, has been transferred to the position of Representative in the Victoria Area Office, effective Jan. 17.

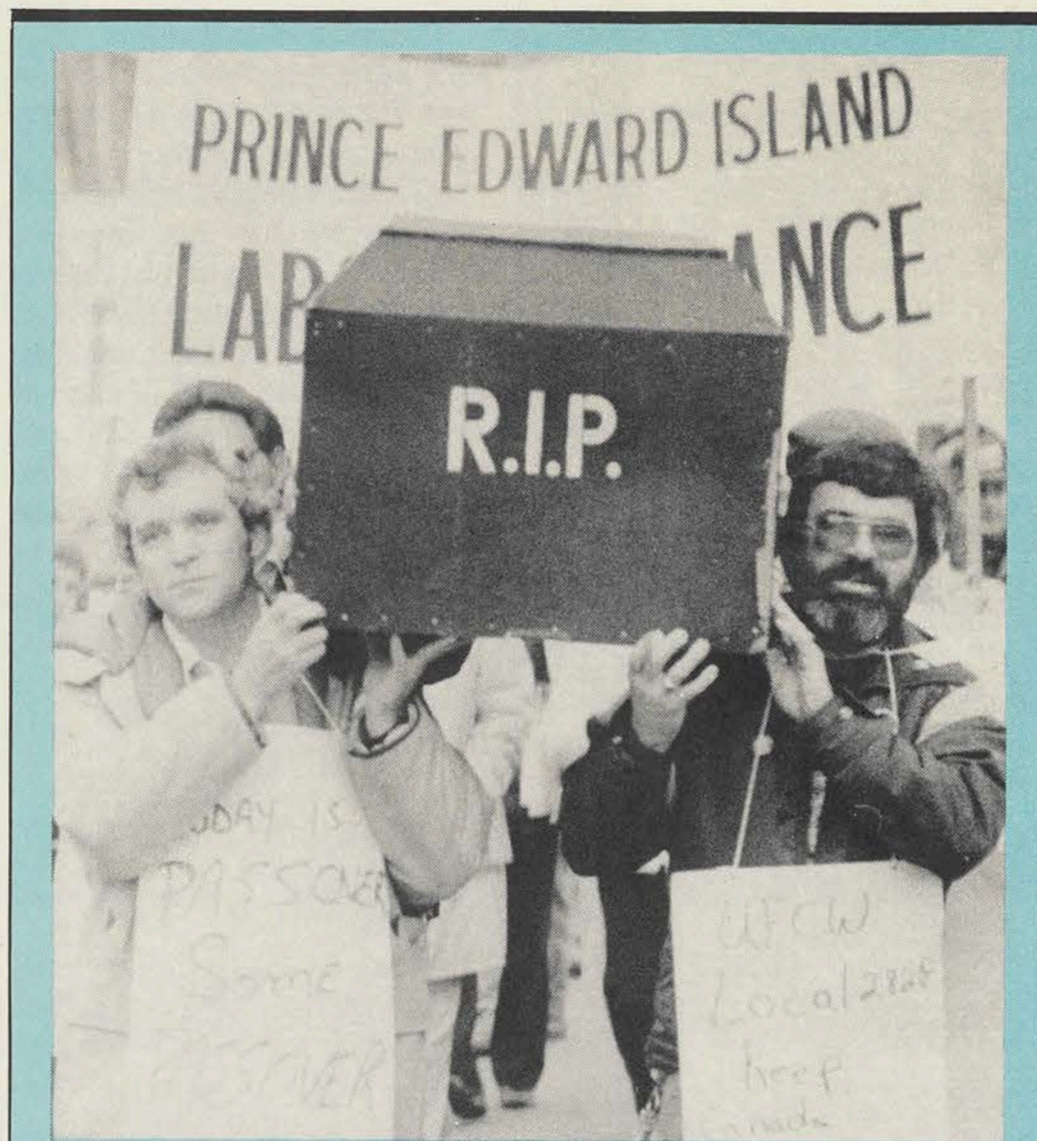
Three temporary Representatives have completed their assignments: Murray Kelly in the Fredericton Area Office, Elaine Evans in the Victoria Area Office (she returned to her former position as stenographer there), and Maxine Zurbrigg, also in the Victoria Area Office.

Tony Wohlfarth, who had been working at National Office as a temporary Research Officer since Sept. 23, 1981, became a permanent employee on March 1.

Murray Craddock, past president of Local 1629 and previously a temporary Representative, was appointed a permanent Rep in the Manitoba Regional Office on April 4.

New temporary Representatives are Paul Child, in the Windsor Area Office, replacing Mickey Warner; Ken Gerlachin the Saskatchewan Regional Office, replacing Alf Hiltz who is on sick leave; Gilles Martin in the Quebec Regional Office, assigned to health and safety matters; Ron Moreau in the Sault Ste. Marie Office, replacing Mike Young; Theo Rosendaal in the Quebec Regional Office; and Danielle St. Laurent in the Rouyn Area Office.

Three temporary employees have finished their terms — Michey Warner as Windsor Representative in the Windsor Area Office; James Flynn and Maurice Vezina as temporary Organizers in the Quebec Regional Office.



More than 2,000 Prince Edward Island workers recently marched on the provincial legislature in response to the government's proposed wage freeze. Two members of Local 805, Dave Smith, left, and Gary Gallant, carried a vivid reminder of what happened to collective bargaining.

Layoffs reduce services to handicapped citizens

Cornwall, Ont. — The layoff of 18 municipal employees — some of them involved in serving invalids and the handicapped — has been termed "callous and counterproductive" by Local 234 President Mike Bickerstaffe.

"Council's decision to lay off these workers," he said, "may look good on the surface, but they'll deprive 18 families of income, as well as penalizing the city's most disadvantaged citizens."

One of the services to be cut is

the "handi-transit" operation for the old and handicapped.

Bickerstaffe said the city is simply putting 18 more people on unemployment insurance or welfare.

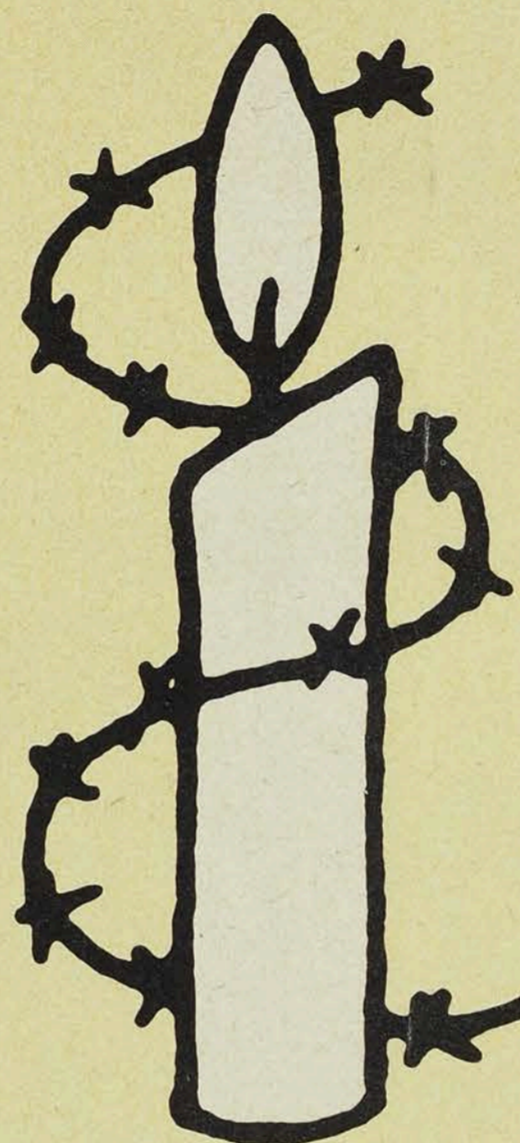
"In the long run," he said, "it's the taxpayer who pays for the person who's deprived of a job and a chance to be productive."

He noted that civic workers in recent years have been the subject of much public abuse because they are allegedly guaranteed job security.

"But that's only a myth. For the past few years, we've lost many jobs through attrition, and how we're being hit with actual layoffs." He said the layoffs came without any advance notice or consultation.

AMNESTY INTERNATIONAL

CUPE-backed human rights group defends trade unionists around the world.



After Turkey's military leaders seized control of their nation's government in September 1980, they put Abdullah Basturk, president of the Turkish Confederation of Progressive Trade Unions (DISK), in prison. He's been there since.

Basturk, who has also been on the executive board of the Public Services International, and 51 other trade union leaders, have been tortured and face a possible death sentence imposed by the military rulers.

But Abdullah Basturk, like political prisoners and victims of torture throughout the world, is not alone. He has a beacon of hope called Amnesty International.

The 22-year-old human rights organization, recipient of the 1977 Nobel Peace Prize, has intervened on behalf of more than 20,000 prisoners of conscience in more than 100 countries.

CUPE was one the first unions in Canada to voice support for Amnesty International.

A resolution of support for the organization was passed last year by the CLC Biennial Convention. It called on member unions to work with the human rights group and to help "increase pressure on governments to end specific human rights violations against trade unionists."

Because of Brother Basturk and the thousands of other prisoners like him, Amnesty International has initiated the Trade Union Urgent Action Network. And they need your support.

Please, sign up.

Join the Trade Union Urgent Action Network

YES, I want to join Amnesty International's Urgent Action Network to protect trade unionists, and receive the monthly urgent action appeal.

Our local would like to participate in the Network. Send information on all labour cases.

Please send me a free copy of the latest issue of Amnesty International's Labour News.

Name _____

CUPE Local _____

Address _____

City _____ Prov. _____ Postal Code _____

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