

STRUCTURES COMMITTEE PROPOSAL

RE: UNION LOCALS

BASIC PROPOSAL:

That a new Union (hereinafter called the Union) will be created, when necessary, to be comprised of two or more relatively autonomous Locals.

LOCALS:

The VMREU would be one Local; bargaining units of the VMREU would not be Locals. This structure is proposed to enable other groups not presently in or related to the VMREU to join together with the VMREU for mutual support and protection.

The groups who wish to join the Union as Locals should have enough members and/or funds to be self sustaining (e.g. perhaps 500 members or more) and should have workers doing jobs somewhat similar to or compatible with those presently done by VMREU members, or have employers similar to those employing VMREU members.

ADMINISTRATIVE STRUCTURE:

The Union would have an Executive Council to be elected at the Union convention with proportional representation from all Locals.

Each Local will have its own Executive Board and will operate under its own Bylaws. The Local Bylaws, however, will conform with a basic framework established by the Union.

There will be provision in the Union Constitution for the membership of a Local to seek, by referendum, for the Local to be put under trusteeship for a limited period of time or for withdrawal from the Union.

DUTIES, RESPONSIBILITIES ETC.

- (a) Union - implement policy as set by the membership through convention
 - recommend policy directions to the membership
 - administer the defense funds
 - produce a newsletter for all members
 - provide Stewards' training
 - establish standing committees such as: policy, development, education, research, PR

- (b) LOCALS - negotiate collective agreements
 - carry out Union policy
 - deal with all local concerns and issues
 - enforce collective agreement provisions, including the handling of grievances and complaints, presentations to the employer, representation on joint committees etc.
 - develop and implement policies on local matters (provided they are not contradictory to Union policy).
 - report local activities and concerns to the Union newsletter
 - provide other services as determined by the Local membership.

POLICY MAKING - THE CONVENTION

There will be a Union Convention at least once per year, more often if needed. Initially, it may be possible for all members to attend, but as membership increases, attendance will have to be limited to delegates elected by the Local membership.

The primary function of the convention will be to develop, debate and adopt Union policy. Also, the Executive Council will be elected at the Convention.

FUNDING

All money needed for servicing, administration, defense funds etc., are forwarded to the Union by Locals. The Union then reimburses the Locals for necessary local expenses.

Locals send to the Union dues based on a percentage of total payroll, such amount to be established by membership vote at convention.

The Union sends back to the Locals an amount needed to cover administrative expenses based on a dollar per head amount, again established at convention.

Locals may apply for a greater per capita grant or dues relief if special circumstances warrant it. Locals may also charge their members a greater percentage figure than that sent to the Union if they want to raise some extra funds for their own purposes.

The money sent to the Union pays for, in addition to Local administrative expenses (including servicing), the following: administration of finances, Executive Council expenses, defence funds, Members' Voice, Stewards' education, convention expenses, P.R. etc.

SERVICING:

Each Local is responsible for providing an adequate level of servicing to its members. The funding reimbursed back to the Local from the Union for servicing should be adequate to provide such servicing.

Locals will be permitted to contract out servicing to each other under terms and conditions acceptable to each other, provided always that the adequate level of servicing is maintained.

The Union may decide to provide centralized support services (e.g. research, legal advice etc.)

PROPOSED TIME TABLE:

June Summer 1984	Presentation of the concept to members for feedback. Details of VMREU and Union structure and Constitution and Bylaws prepared by Structures Committee.
---------------------	---

Early September	Meeting(s) with Stewards and members for feed back
-----------------	--

Mid October	Special membership meeting to deal with the proposal
-------------	--