

Notes from meeting with JACK ADAMS, B.C.G.E.U. - Nov. 9/79

- prepared by Marion Northcott,
Local 2 ,

- BCGEU represents two distinct areas - direct gov't employees and others
- Direct gov't employees are under a master agreement - others are not.
- They also represent crown corporations such as B.C. Buildings Corp.
- Adams could foresee AUCE and other educational institutions they represent (PVI, BCIT, Douglas College) forming their own component, depending on numbers. (It did not seem he meant this would happen in the near future, i.e. were we to affiliate; he said it depended on numbers.)
- If there were not enough members, we would fit into Component 14 (along with PVI, BCIT, Douglas).

Component Structure

- Local component chairperson sits on Prov. Exec. board, with extra reps. according to number of members in component.
- Each bargaining unit has its own negotiating committee. A staff rep. is appointed as a member of negotiating committee. (Said staff rep. appointed by Provincial office; acted as co-chairperson)
- Each worksite may have more than one bargaining unit. Negotiating is done according to bargaining unit - not component.
- There is a Contract Review Committee, which ensures that no component settles too low to the detriment of the rest of the membership. ("to ensure bargaining is consistent among components")
- 2/3 majority needed for strike vote.
- There is access to strike fund (didn't discuss in detail the method of getting strike funds)
- From Adams' comments, it didn't seem that the Prov. Exec. or union staff (head office) got involved in the affairs of the component on a daily operational basis. There are obviously policies that comps. are expected to follow, but

there seemed to be a fair amount of autonomy within the components. (However, Provincial office played role in appointing staff reps.)

Dues Structure

- 1% of gross wages per month
- Component per capita rate to Prov. office \$1.75 per month, minimum \$3,000.
- Component responsible for paying per capita to CLC (20¢/mon.) NUPGE (Nat. Union Prov. Gov't Empl.) and B.C. Fed.
- 50¢ per member per month to Defense Fund (strike fund)
- Educational costs paid by Headquarters, but component pays for educational leave pay when required. (Their contract provides for educ. leave for stewards for a certain number of days per year.) The component would pay wages for delegates to the CLC Winter School, etc.

Ferryworkers

- Ferryworkers are an affiliate of BCGEU - they broke away a ** few years ago.
- Adams indicated they were having problems - thought they might eventually end up back in BCGEU.
- They get no services at all from BCGEU (i.e. bargaining assistance, strike pay, educational services, etc.)

Adams admitted that BCGEU is not as autonomous as CUPE at the local level, but felt BCGEU is more effective in serving the interests of its members on the whole.

He also commented that he could only recall one incident where disciplinary action had been taken against a member by the Prov. Headquarters. The member was restricted from running for office for two years. Headquarters were asked by the component or bargaining unit for assistance, and only became involved after being asked to do so.

Re: question of position on student workers in the bargaining unit, Adams said BCGEU currently trying to formulate policy. However, he suggested that consider giving a little to get a little, such as agreeing students would be removed from bargaining unit if employer agreed to limit number of such students who would be hired. He didn't say this was current policy, but suggested might be considered at one of their bargaining units

currently in preparations for negotiations.

** Adams said because of historical structure, Ferry workers were allowed to affiliate to BCGEU as they currently have (own constitution, by-laws, etc.)

- SUBMITTED BY MARION NORTHCOTT , member AUCE #2 Dec.1979

/JW
80-04-05
