

CUPE - FINAL REPORT SUBMITTED BY SUSAN KNUTSON & SARA DIAMOND

CONSTITUTIONAL ITEMS

Executive Powers

The National Executive Board is the governing body of the union when the Convention is not in session. "It shall take such action and render such decisions as may be necessary to carry out fully the decisions and instructions of the conventions, and enforce the provisions contained in the constitution." National Executive Board is an elected body of 17 working public employees, 7 of them make up the Executive Committee.

Contract Approval by

Local Memberships

Discipline Clause

See 7.7, 7.8, 7.9 of constitution. 7.8 - In cases of emergency and having received substantive evidence from members that it would be in the best interests of the chartered organization that immediate action be taken, the National President may place a chartered org. under an administrator. Subject to approval of the National Exec. Cmt. and Board. New elections to be held within 12 months. Right of appeal and all such action fully reported to convention. 7.9 Such actions not to be construed as encroachment on autonomy; intent is to protect org. and members.

Reverter Clause

12.2 Upon dissolution all funds revert to the National Union until such time as the defunct organization is re-organized or able to comply with the constitution and laws of the union.

Other

Staff reps may attend meetings of the local membership by invitation only.

STRUCTURE

Convention, Delegates

The highest decision making body of the union is the National Convention held every two years. Delegates are elected by locals on the following ratio: 0-100 members, 1 delegate; 101-200, 2; 201-500, 3; 501-1000, 4; 1001-1500, 5, etc. About 1500 delegates attend. Provincial Divisions, District Councils, Service Divisions and Councils elect one delegate per body based in paid membership.

STRUCTURE (Continued)

Financial, Dues

Provincial Division Fee: \$25.00 yr; District Council: \$5.00 yr; Service Division, \$10.00 yr. Per Capita: all fulltime workers including Rand, \$6.60 month; all part-time including Rand, \$3.30 month. \$.80 to National Defence fund. \$1.00 Initiation fee.

Geography, Region

Across Canada. B.C., Quebec and Ontario have the largest provincial divisions.

Members

260,000 and growing at the rate of 10,000 yr due to organizing. 42,000 in education sector, 10,000 in universities, 5000 in university libraries. Certifications include manual, technical, clerical workers and teaching assistants.

Locals

1400 locals. In B.C. 8 university and college locals in 6 institutions.

SERVICES AVAILABLE

Training and Educationals

Six Level Certificate Programme. 1) basic courses for members, members and officers, financial officers course (for local sec-treas, trustees or others); 2) steward training, 2 levels, includes legal and legislative techniques; 3) collective bargaining, how to in B.C. and Canada, formulating and substantiating demands; 4) specialized courses, including health & safety, women in unions, etc.; 5) Canadian Labour College, correspondence and 6) residential. There is opportunity for all CUPE members to attend educational functions at local, weekend, etc. CUPE sets up special programmes for union officers.

Financial

Training for officers, strike assistance. National and Regional Defense funds, strike pay from \$50.00 to \$100.00 weekly. CUPE provides services from National to locals. Locals can have own income, hire staff, make financial contributions.

Grievances and Arbitrations

CUPE fights quite a few arbitrations. National will pay if the local can't or if it is precedent setting, of broad significance. Two level steward training. Staff reps to assist, as well as Research and Legal Depts.

Research

SERVICES (Continued)

Research

The function of the Research Dept is to provide all sections of the union with facts and analysis in order to make effective decisions. Dept. advises and assists locals, district councils, provincial divisions, occupational groupings and staff re: collective bargaining by 1. establishing goals, 2. providing necessary information to contract committees and staff to back up demands. Provides information on general economy and trends in CUPE and elsewhere, works out jointly agreed upon bargaining requests, produces negotiating kit. Special research is done on request for locals: In B.C. recent work includes paper on accredited bargaining and comparison of all post-secondary contracts. Writes for union newsletters. The CUPE Research Dept is said to be one of the best union research depts operating today.

Contracts and Negotiations

Special training for contract negotiators; staff rep will negotiate if requested and work with locally elected contract committee. CUPE compiles a standard agreement of best clauses for each area. CUPE FACTS outlines new clause gains. Staff reps available to help formulate. CUPE suggests weaker locals in area or sector wait till stronger agreements are settled, then use as base. Supports voluntary councils of CUPE locals to bargain with employers.

Library

Resources at Regional offices.

Publications

Various. B.C. Publication: B.C. Research Bulletin - covers wage negotiations and settlements in B.C.; Provincial economic trends, governmental policy analysis, CUPE activities in B.C., policy developments in other B.C. unions, new publiciations, news items affecting CUPE members in B.C. National Publications: CUPE FACTS, PUBLIC EMPLOYEE - specific research series on women's issues, wage and policy positions, etc. SALADS - computer analysis of sector, wages, benefits, etc. (contracts), national and regional comparisons. Available for all CUPE locals.

Job Action Help

Strike funds, legal advice and services, building support in labour movement and community, publicity, aid in negotiations, research.

Legal

Assistance in arbitration and wording; prepares B.C. and national briefs, advise in strike situations. Can hire local lawyer if local prefers.

OTHER

Job Evaluation Department

Helps locals develop job evaluation plans to assess job classifications on basis of skill, training, difficulty, etc.

Public Relations

Gets out story on work CUPE members perform to build public support for CUPE workers. Releases new policy information. Prepares publicity and support in potential strike situations, and through strike.

Staff and Services Available***

National, Regional, District, Organizing and Servicing departments assist locals in negotiations, organization and maintenance. Decentralized into provinces and regions. District offices in B.C.: Kootenays, Okanagan, Northern, Fraser Valley, Vancouver Island and Lower Mainland. 8 staff reps for lower Mainland. Number of reps varies according to local needs.

Staff: Job Evaluation, Research, Education, Legal, P.R., Organization and Servicing.

CAINS

Committees

Action programme from 1979 convention established committees in regions to implement campaign against cutbacks and legislative and employer attacks on public sector unions. Activities include joint user/union committees, work on public sector union councils.

Education

Considered excellent - 6 tiered programme, also design for local needs. (see services available)

Grievances and Arbitration

CUPE follows through on grievances to arbitration and has a high record on victories. (National pays)

Health and Safety

Committees set up; studies on health and safety in technical, clerical and outside work; kit published.

Basic Contract Gains

Varies from local to local. Strong union security; respecting picket lines; no-lay-off clauses; no contracting out; seniority and pro-rated part-time benefits; right to refuse dangerous work; shorter workweek/ no loss in pay; double time for all over-time; equal pay for work of equal value; daycare support; affirmative action programmes; against employer enforced joint bargaining; 100% employer paid benefits; 80% employer, 20% union dental plan; parental and education leave.

GAINS (Continued)

eg/ Prince Rupert, Office Clerk I's start at \$1107 - \$1291 p/mo. (3 yr increment scale)

2 yrs Clerk II's start at \$1199-1372 month
plus 100% employer paid benefits in 2nd year & \$1.80 hr over 2 yrs.

Women

Womens committees at different levels of the union; affirmative action programmes in contracts and aid in administering it; equal pay for work of equal value; job evaluation programme; new policy against sexual harassment - training stewards to deal with it, etc.; education against discrimination; equalizing pensions, benefits, establishing parental leave. High number of women delegates to conventions, women elected officers.

HOW TO AFFILIATE/MERGE

By-laws

We would become part of CUPE and adopt CUPE's bylaws

Retain Name

A Rose by any other name ...

Financial Costs

CUPE's per capita is higher (see dues)

Constitutional Changes

If we became part of CUPE we have two ways of doing so. We could set up a CUPE local which is provincial in character, ie. a provincial union with separate bargaining units. Provincial conventions would set policy and decide staff allocation etc. We could consider creating a broader provincial bargaining structure in the future by merging our post-secondary locals with theirs. Or, we could join local by local. This would mean more convention delegates, because smaller locals are favoured. Locals could choose to affiliate to Provincial Divisions. Basically we could choose how to affiliate.

GAINS

Strike Record

95% of all contracts signed as a result of direct negotiations. However, last year 67 locals were forced to go on strike to resist management attempts to lesson their conditions or force a more resonable management bargaining position. These involved 8,699 members, 207,597 person days on picket lines. The Delta municipal workers won their strike last year; the West Kootenay School Board and Community College workers won a significant victory under Noel Hall, arbitrator.

END OF CUPE REPORT SUBMITTED BY SARA DIAMOND (#2),
AND SUSAN KNUTSON (#6) - - APRIL 2ND, 1980

/AUCE PROVINCIAL - SPECIAL CONVENTION ON AFFILIATION - 1980
