

# A.U.C.E. PROVINCIAL ASSOCIATION

## #901-207 W. HASTINGS, VANCOUVER

# FFILIA TION

Welcome to the all AUCE informational meeting on affiliation. This bulletin is designed to give you information about the various affiliation options and the organizations which members have indicated we might be interested in considering. First, we'd like to give you some background.

At the 1979 AUCE Convention, delegates passed the motion that:

AUCE attempt to affiliate with the CLC and that if AUCE is not successful in attaining affiliation intact as AUCE then a Special Convention shall be called to further discuss terms of affiliation with the CLC.

Several other motions were passed striking a committee to do this work, instructing the committee to report to the membership on the alternative ways of affiliating to the CLC, specifying that a Special Convention be held after the committee reported its findings, and that any referendum on this matter of affiliation be held only after the committee reported. The minutes of the Convention also noted that Convention understood the affiliation committee was not to be restricted to researching and documenting affiliation to the CLC alone, but that its investigations might include other union organizations like the CCU, BC Fed, etc.

After the Convention, the Affiliation Committee (AC) was struck, composed of: one elected affiliation rep elected from each local, the regular Provincial reps (2 for each local) and the Provincial Table Officers.

The AC met with William Smalley, Regional Director of the CLC to discuss affiliation. Mr. Smalley said because of the provisions in the CLC constitution (which protect the jurisdiction of existing affiliates), AUCE could not be considered for affiliation to the CLC as AUCE in tact. Instead, he suggested AUCE contact the 3 CLC affiliates with similar jurisdictions (OTEU, CUPE, BCGEU) to find out whether we could find satisfactory terms under which AUCE members might join one of those unions, and so gain CLC membership. When asked by AUCE about the possibility of affiliating to the CLC as a "directly chartered local" (from CLC constitution), he indicated the CLC viewed that provision as inappropriate for AUCE because that status is usually a temporary one which leads to eventual merger of such members within an existing, comparable CLC affiliate union. When asked about how successful AUCE might be in gaining CLC affiliation as the UFAWU did (by lobbying CLC affiliates to pass a special motion at a CLC convention), Mr. Smalley said it was possible, but pointed out that that took the UFAWU many years and it might also take AUCE a long time to gain affiliation by that means.

Following that meeting, the AC decided to proceed with researching the range of options, which meant contacting those CLC affiliates and several other non-CLC bodies, the CCU and SORWUC. The AC interpreted its mandate as one

of researching the options (not committing AUCE members to any decision before a convention), reporting this information to the members, and preparing the members for a Special Convention to discuss affiliation.

The AC work has taken longer than any of us originally imagined. The process has involved 3 stages for each organization considered. The labour organizations researched have included: BCGEU, CUPE, OTEU, CLC, BC FED, District Labour Councils, SORWUC, and the CCU. AC committee members volunteered to work on one or more organizations. First, we obtained Constitutions and other literature from each union or federation, and reported to the AC on the structure, activities and significant differences of each from AUCE. Next, those AC members who did such research arranged to meet with reps of each organization to get more detail on its structure and activities. Finally reps of each of these organizations have been invited to meet with the whole AC to discuss their organization, answer more questions, and explain under what terms AUCE members would be considered by them for merger or affiliation. The kinds of questions we asked ranged from size, structure and jurisdiction, to what are their leading contract gains, what are leading arbitrations and grievance awards, what kind of educational materials are made available to members, dues and per capita tax, delegate election, whether they have a reverter clause in the constitution, etc.

# INQUIRY



From this process, we are presenting this bulletin for your use.

At the time of publication, we had not finished meetings with the CCU and SORWUC, therefore those reports are only preliminary at this time.

The bulleting is being distributed at the special informational membership meeting, and then to each local for distribution to members who could not attend that meeting.

The AC will be publishing and distributing one final bulletin which will contain very detailed reports and/or minutes from our meetings with these labour organization reps. We hope to make that available before the Special Convention on affiliation planned for April 1980.

The point of all this work is to give AUCE members the information necessary to make an informed decision on affiliation. Part of becoming informed will be helped by using this bulletin, but now it's also up to you to make time in membership meetings, division meetings, and when you see other AUCE members to discuss this information. Whether you prefer one of the merger or affiliation options, or wish to remain as AUCE and unaffiliated, the CRITICAL thing is to use this information to make that decision an informed one.

For more information, and to volunteer to help with the convention (WE NEED IT!!!) please contact your local AC or Provincial rep, or Call Sheila - 684-2457.

## CLC

### CANADIAN LABOUR CONGRESS (CLC)

Biggest labour organization in the country. It has a membership of more than 2,200,000; i.e., it represents a majority of the 3,000,000 men and women organized in trade unions in Canada. It has a provincial federation of labour in each of the ten provinces of the country; these provincial federations are composed of locals of CLC affiliated unions in the province. Also, there are Labour Councils in about 115 communities across Canada, created by unions in the community.

The CLC came into being in 1956 as a result of a merger between two previously established national groups -- the Trades and Labour Congress of Canada and the Canadian Congress of Labour. It is composed of approx. 115 national and international unions. The various affiliated unions finance the CLC through dues based on the size of their membership.

Every second year the CLC holds a national convention. Some 2,500 delegates attend.

### British Columbia Federation of Labour

Belongs to the CLC and represents over 250,000 workers, roughly a quarter of the total provincial work force. It represents over 500 local unions. The first convention of the B.C. Fed. was held in Victoria in 1911.

The B.C. Fed. elects at its yearly conventions a president, 6 vice-presidents and an executive council. Also elected at their conventions are the directors of the different programs of the B.C. Fed., such as Women's Programs, Communications, Occupational Health and Safety, and Research, Legislation and Education.

Affiliated to the B.C. Federation of Labour and the CLC are the B.C. Government Employees Union (BCGEU), CUPE (Canadian Union of Public Employees) and OTEU (Office and Technical Employees Union) the three of which organize clerical workers.

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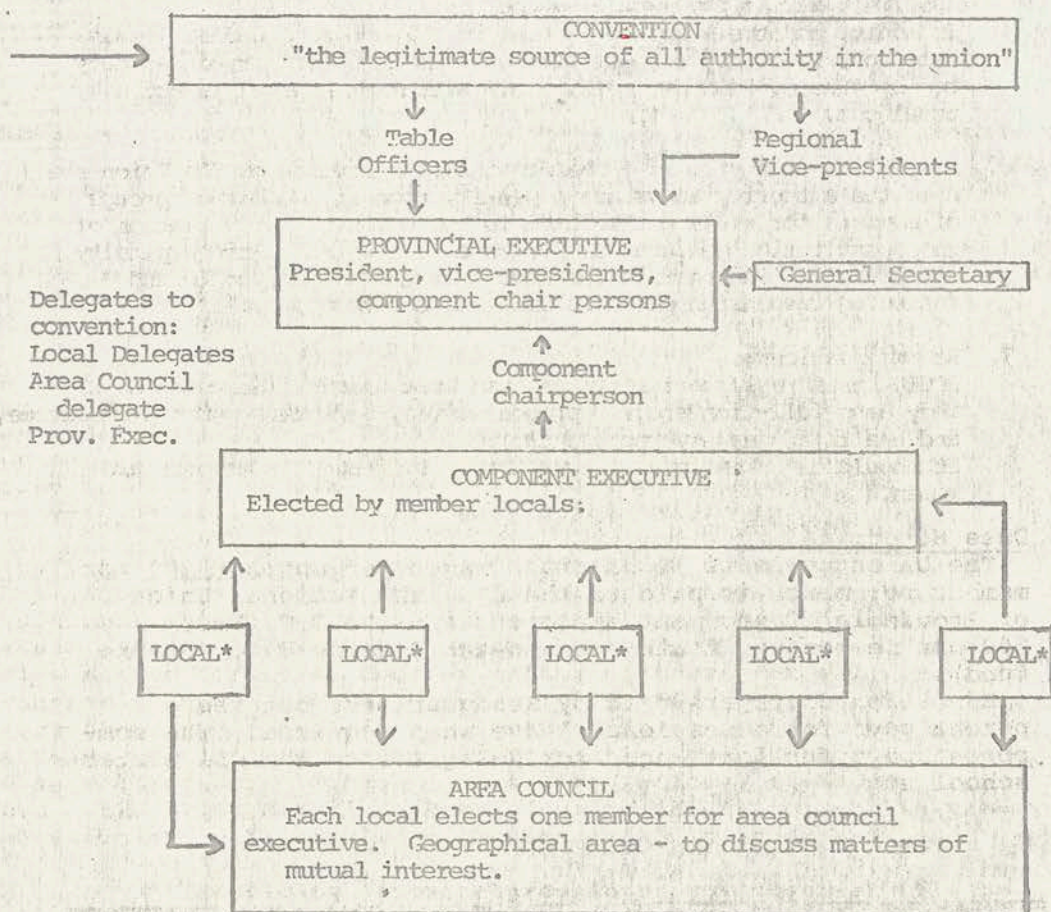


The following pages of this bulletin are dedicated to summarize some of the most important features of those CLC unions which in British Columbia organize clerical workers: BCGEU, CUPE, and OTEU.

## BCGEU

British Columbia Government Employees Union

1. BCGEU is a provincially-based union which is affiliated to the Canadian Labour Congress, the B.C. Federation of Labour and the National Union of Provincial Government Employees. It represents more than 46,000 employees and has (roughly) 140 locals throughout B.C. Among its members are support staff from: Pacific Vocational Institute (PVI)/B.C. Institute of Technology (BCIT), Douglas College, Northern Lights Community College, North Western Community College and a vocational instructors' local.
2. Its internal structure can be represented thus:



- \* Each local has its own structure, elected table officers, elected stewards, constitution and by-laws (constitution and by-laws do not conflict with national ones).

Union dues are distributed by the provincial executive to the various components, each of which is usually made up of several locals, and to the area council.

BCGEU conventions are held every two years. The provincial executive has signing authority for the disbursement and allocation of BCGEU funds from all sources, including union dues. The provincial executive meets at least every two weeks but may also convene on the direction of the General Secretary or the President.



3. In the BCIT contract, representative of many BCGEU contracts, clerical/secretarial wages range from 945/month for entry level clerk I to 1,549 for grade 5 secretary. These salaries will be re-negotiated in September 1980 (the BCIT contract is negotiated every two years).

The master contract includes provision for family duties regarding child illness, adoption of child (with leave up to 6 months), protection against sexual harassment, personal rights, etc.

4. Most strikes are contract related. There have been few walk-outs over grievances which usually get resolved before the arbitration level.

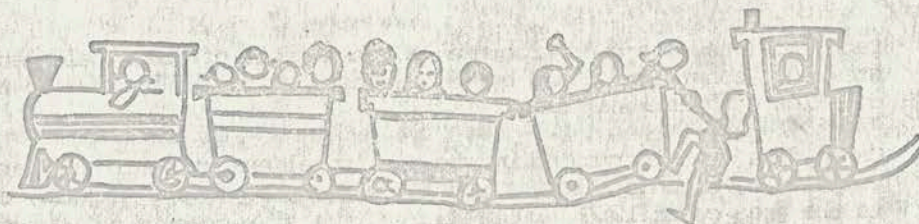
The most recent strike occurred at PVI when management attempted to change the wording of a contract which had been ratified by the membership. The case went to the Labour Relations Board and was won by the Union.

5. Current strike fund is of \$6 million!  
\$50/week strike pay - paid by component.  
In addition, sometimes (as in case of PVI and some weaker locals) the Prov. Exec. may support strikers who register for picket duty to the tune of \$200 per week. This situation however is not a usual one.
6. Discipline code states: "The Provincial Executive of the Union shall have the authority to assess a penalty upon any member or groups of members for cause detrimental to the Union or for violation of the Constitution policies or Bylaws of the Union. Such a penalty should be in keeping with the nature of the offence up to and including suspension of membership subject to approval."
7. Recommendations:  
BCGEU has more support services than most unions (including CUPE). They have full-time staff representatives, an active women's committee, and health and safety representatives.  
It should be taken into account that 40% of BCGEU's members are women.

#### Dues Structure

The Union collects 1% of gross wages per month. 20¢ per member per month is paid to the CLC, the National Union of Provincial Government Employees and the B.C. Fed. 50¢ per member per month goes to the Defence Fund (Strike Fund).

Education costs are paid by Headquarters, but the component pays for educational leave when required. The component pays for lost wages for delegates to the CLC Winter school etc.





Membership: Canadian union begun in 1963. CLC affiliate; BCFed affiliate. 260,000 members; 10,000 new members per month over the last 6 years because they organize unorganized workers; Ontario, Quebec, B.C. are largest provincial divisions; 150 agreements in B.C.

Certification for education workers, school boards, health care workers, municipal, utility, provincial government and college employees.

In B.C. certifications for 8 university locals including Malaspina, U. Vic, UBC, etc. 10,000 in Universities and colleges across the country.

Dues: \$6.60 per member per month (full-time); \$3.30 part-time; for National CUPE; out of this \$.25 to CLC; .80 to National Defense Fund, initiation fee: \$1.00/member; local and provincial fees above this. Money primarily for servicing, education, research. If locals part of Provincial Division \$.80 of contribution goes into Prov. Defense Fund.

Structure: Convention: highest body, every 2 years; only elected delegates vote. National Exec. Board (elected at convention, Regional VPs elected to it at convention, national officers). National Exec. Committee elected from it to run union affairs between its meetings. Special Conventions if majority of locals call.

All Locals are affiliated to CUPE National. Locals can choose to opt into Provincial Division (90% of B.C. Locals have) for Provincial Policy making and action, defense resources, etc. Provincial conventions and exec. elected by Locals. District Councils at regional level (6 in B.C.) to coordinate area bargaining, political lobbying and action. Councils of CUPE unions can be created if members wish to coordinate bargaining. Provincial locals of workers in province-wide sector may also be created.

Bargaining committees, stewards, officers elected at local level, "what CUPE does is provide the resources, both human and physical to assist these locals." (CUPE) Locals are free to decide to hire their own staff people to assist them as well as opting into CUPE provincial services.

Staff and Services: National Coordination of resources; B.C. has highest per capita service of all provinces; Research Dept. (sectoral salary comparisons, research per local request, consider research best of any union) Women's Services: Affirmative Action Officers, Job Evaluation Officers (for all workers), women's committees on all levels; Education Department (6-tier structure, 500 schools/year, 9 education reps, 5,000 per year attend, special programmes per request); Legal Council; Organizing and Servicing Reps: assist negotiations, finances, strike counsel; Public Relations Dept. (public education, strike preparation and publicity). 8 service reps. in Lower Mainland.

Servicing decentralized into provinces; staff reps hired through CUPE as much as possible so that know members' concerns; staff don't participate in policy-making, no vote at convention, elected officers define their work to insure democracy. Contract prepared by local cmtee. using research dept. and service reps. CUPE staff skilled in negotiation, will negotiate if local wishes.

Average Wages and Benefits: Varies from local to local because of local autonomy. Some 1979 settlements: 2 year contract: 13% then 18%; 10% over 2 years; 10% ± 5% ± 6% ± 6%. Malaspina, MSA, parallel wages and benefits to AUCE locals. Sec. 1, 1978 \$1180 to start (Sask. local). No master but standard agreement to establish bargaining pattern. Weaker locals counselled to hold back until stronger locals win contracts or bargain jointly. Local Autonomy: sometimes less strength in negotiations, but local issues taken up. Outstanding Examples in Contracts: raise clerk-typist I to starting labourer rate; protection against technological change; vs contracting out, strong job security clauses; health and safety controls and committees; educational leave



parental leave; good grievance and arbitration procedures and record (many successful cases to arbitration); seniority rights for part-time, student, temps; educational leave. Job evaluation and affirmative action; anti-discrimination clauses.

Strategies: Public Sector Action Programme adopted at '79 convention and implemented in all provinces: against lay-offs: work with users against cuts; coalitions with other unions and users of services: rallies, demonstrations, press conferences; media campaign to explain the work of CUPE members, combat anti-union campaigns; restore right to strike; expand rights on the job; strike support, picket aid; opposition to contracting out; special women's provisions because women hit hardest by public sector cuts (negotiate childcare, etc.); public sector councils to be initiated in and outside of CLC; for reform and democracy in CLC: support of CUPW, other unions on strike, against limits on rank and file participation, against tripartism (gov't, business, union collaboration). Key Contract Issues: COLA and catch-up settlements; right to refuse dangerous work; respect of picket lines; shorter workweek, no loss in pay, affirmative action.

In B.C. a central issue is accreditation: employer imposed joint bargaining. Employers can lock-out locals not on strike to pressure other locals; take away decision making power from democratically elected local government, and the union rank and file giving it to private sector hired negotiators. CUPE believes in voluntary joint bargaining if the locals want it, not through government enforcement. Such legislation might come in for colleges and universities.

Strikes: National and Provincial funds, funds through local to individual, CUPE national will pay benefit contributions, strike pay varies (egs. of \$50 - \$100/wk). PR services before strike, aid in negotiations, Locals not refused strike pay even if CUPE disagrees with strategy, help in organizing support. 95% of locals sign in negotiations, 67 locals struck ('78).

Discipline: National Exec. can impose trusteeship or investigate local if corruption, or policy contrary to CUPE policy. Very rare. Needs 2/3 vote on NEB to implement. Appeal through convention. Constitution states provisions not designed to encroach on autonomy, strictly legal.

On AUCE Merger: CUPE stated that they were very eager for AUCE to join them and would work to accommodate our present structure and membership. We could set up Local "provincial in character" with a provincial executive and sub-locals with their own executives, right to negotiate contracts, etc. Or we could join local by local. We might consider creating a larger Provincial Local of all colleges and universities for joint bargaining in the future.

CUPE feels that they are the most democratic and rank and file oriented union of those which we are considering. They believe in local autonomy, yet have clout with a large membership and strength at both national and provincial levels. They feel that AUCE will make a positive contribution to CUPE because of its strong stance on women's issues and high level of membership participation. They feel that we have some excellent contract clauses and people who have been trained through experience in our union. They believe that the most effective place for us to press for issues important to us and to defend our interests is in the CLC. They offered to arrange any further meetings we might want with the national leadership.



## OTEU - OFFICE AND TECHNICAL EMPLOYEES' UNION

The Office and Technical Employees' Union (also known as the Office and Professional Employees' International Union) was started in the 1930's in Pennsylvania, U.S.A. There are over 100,000 members in the United States, Puerto Rico and Canada. The Union represents office, technical and some professional employees and more than 80% of the members are women. There are 21,000 members in Canada. The Union is affiliated to the Canadian Labour Congress, the B.C. Federation of Labour and is active in the local area councils.

Structure:

- Has over 200 locals across North America
- International Offices in Washington, D.C. & New York, N.Y.
- International President and Secretary-Treasurer are selected by the full convention; 14 Vice-Presidents are selected by regional delegates
- Executive meets 3 times a year.
- Convention meets once every 3 years, next June 1980, & '83.

Canadian Autonomy: The Canadian Membership can decide to leave and form their own independent union at any time. There are 3 Canadian Vice-Presidents and a Canadian Director. Canadian funds are banked in Canada.

B.C. Locals: There are two locals in B.C. Local 378, certified in 1944, has approximately 6,700 members. They have 12 bargaining units including B.C. Hydro and the Insurance Corporation of B.C. Local 15 has approximately 1,900 members in 164 bargaining units. Both locals dues are set at 1½% with 1% going into operating expenditures and the remaining ½% going into defense funds. Initiation fee @ #378 is \$25. Dues are paid to the International on a sliding scale. AUCE with 2,500 members would pay \$1.64 per member per month. All dues from Canadian members remain in Canada. Locals are free to set their own dues structure above this amount.

The International Constitution only briefly outlines the duties of officers at a local level and both B.C. locals have developed quite different structures.

Strike Funds and Strike Policy: Any strike must be authorised by the Canadian Director in consultation with the International Vice-President. Once approval is granted the strike pay and benefits are available. Strike pay is now \$20 per week - to match the local's contribution and thereby total \$160 per month. Before a unit can go on strike the B.C. Federation of Labour must be consulted and will arrange meetings between all the affected unions, both to inform them and to develop support for the strike. The 'Fed' may also attempt to use this support to pressure the employer to bargain in good faith.

Contract Highlights: Local 15 has a 32 hour work-week (4 days) for full pay; and Local 378 has a nine-day fortnight as well as 75% paid medical/dental benefits. Long-term disability benefits cover maternity leave in order to provide no loss of pay to the mother in some units.

Special Features: The OTEU has a long history of fighting for women's issues. In 1949 they were fighting for equal pay. When the first equal pay act was introduced in 1953, Local 378 was one of the first unions to fight an equal pay case - and win equal pay, for drafts-women.

Recommendations on how AUCE would merge with OTEU: Representatives from OTEU recommended that if we decide to join or merge with them that we do so as one local with 5 bargaining units. This would give maximum flexibility and would allow us to retain structures similar to what we already have. There would be one executive board for all five locals, and paid union personnel would be funded by the International on a per capita need basis - so, for approx. 2,500 members we would have 5 paid officers, with possible additional clerical staff.

If AUCE decided to merge with OTEU, the International President has the authority to grant a charter.

Further on the subject of the International, the OTEU reps had this to say: The relationship which local unions and Canadians have within the International is one which may be somewhat unique but has been a relationship which we Canadians have benefitted from and wish to continue. Canadians with their strong collective voice are an integral part of the International Union.



Purpose: "The CCU is fighting for a democratic labour movement that is completely controlled by the workers of our country. Even though Canada has been in existence as a nation state for over 110 years, Canadian workers find that many of their unions have their headquarters in another country - the USA. Canada is the only country in the world with a labour movement that is controlled from outside its borders ... This foreign control of our labour movement is exercised through the so-called 'International' unions. In fact, such unions are not international at all, but simply American unions with branches in Canada."

History: CCU was founded in 1969 in Sudbury, Ontario. There are currently 30,000 members in 14 affiliated unions. Affiliates are mostly private sector unions, ranging from Pulp and Paper Workers, to oil and smelter workers, building trades communications workers, operating engineers, and one public sector affiliate of clerical and technical staff at York University - the York University Staff Association (YUSA).

Structure: Governing body - NATIONAL CONVENTION (meets every 2 years)  
EXECUTIVE BOARD

composed of: EXECUTIVE OFFICERS + one rep per affiliated union  
 (Exec. Officers = Pres., Sec.-Treas., 1st V-P, Western V-P, Eastern V-P.)

Provincial Councils: composed of all CCU affiliates in each province

B.C. Council: represents 16,500 members in B.C.

meets twice per year

reviews local issues, prepares briefs to gov't.,  
 BC Labour Relations Board, and Workers'  
 Compensation Board.

Conventions: delegates are elected in locals on per capita basis: 2 per first 100 members; 1 for next 200, etc. The 1979 convention was held in Vancouver and approx. 70 delegates were seated (95% delegates from rank and file).

Per Capita Tax: 25¢ per member per month. Local/affiliate may apply to have per capita tax suspended in event of strike or other financial hardship.

General: -Strikes: CCU has no national strike fund (nor does the CLC - strike funds usually exist within a union); but CCU points to a good record of immediate, direct, personal help from CCU officers and a record of affiliates raising funds to support each other (Gibraltar Mines local raised \$75,000 for striking Endako Mine workers local in 1979). There is strong support among affiliates with picketting. The CCU National grants some financial support from the treasury depending on need and circumstances. CCU also maintains the fringe benefit premiums for striking members for the duration of a strike, i.e. Dental, Medical. They also pay for prescriptions needed by members on strike.

-Grievances and Arbitrations: CCU affiliates have won numerous precedent-setting decisions at the BC Labour Relations Board, e.g. decision at the Endako Mines upheld union rights to secondary picketting and outlined conditions for future secondary picketting; unfair labour practise decision held for the union at Noranda Mine - because of employer communication with employees during the strike. Peter Cameron, Staff Rep., is widely known in B.C. for his work in grievances and arbitrations. He served as Labour Appointee to the BC Labour Relations Board for several years.

-Workers Health and Safety: CASAW local in Kitimat (Alcan Smelter) set an example for trade unions to deal with Health and Safety issues directly by using union funds to finance a health project on hazardous work conditions affecting lung function. The project included designing lung-function testing equipment which is now made available to CCU affiliates in order that workers' health may be monitored, and thus provide data to support Workers' Compensation Claims and contract proposals.

:CCU affiliates have the record of the largest number of appeals before the WCB, have played a central role in monitoring WCB policy and operations to protect interests of the workers. Recently, CCU was the primary labour organisation to conduct a lobbying and media campaign against proposed changes in the Provincial Health and Safety regulations, which would have down-graded First-Aid attendants' training and qualifications. (the changes were defeated)

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## CCU CONTINUED:

- General:
- Workers' Health and Safety: Kathy Walker, staff member for CAIMAW, is widely known and respected in B.C. for her expertise in Workers' Health Safety and Compensation. She works full-time on occupational health matters and this work is used in negotiations, in briefs to the WCB and the government, and in presentations before such bodies as the Bates inquiry on uranium mining, Pollution Control Board hearings, etc.
  - CCU reps co-ordinate affiliate contact and sharing of special skills such as arbitration work, negotiating, health and safety work.
  - Educational: CCU organises annual three-day labour school, these sessions include workshops on labour history, arbitration, current political and economic issues, contract analysis, and negotiations.  
: Steward training is usually organised by individual affiliates, but attendance by other affiliates is often encouraged, e.g. the CAIMAW health and safety school held recently in Vancouver.

Women in the CCU:

- Women are generally encouraged to take leading roles.
- CCU was the first Canadian labour federation to adopt the principle of equal pay for work of equal value; many affiliate contracts include provisions protecting equal pay and job posting protection, etc.
- YUSA (York University Staff Association, Ontario) won precedents which removed making coffee from the duties of the clerical staff at York Univ.
- the Canadian Textile and Chemical Workers' Union, has made major gains, in organising and protecting immigrant workers in the textile industry, most of whom are Chinese, Italian, East Asian born.

- Affiliation for AUCE:
- would require no constitutional changes by AUCE
  - suggest AUCE locals affiliate as provincial union with locals intact
  - suggest growth potential for AUCE to consider becoming a national union and possibly working with YUSA to organise other university and college staff or other unorganised clerical and technical workers in Canada.
  - affiliation would allow AUCE rep on the National Executive Board, and therefore a direct voice in leadership of CCU
  - point out the CCU offers affiliation as a union, not merger with another existing union and its constitution.
  - CCU has no reverter clause, so if AUCE members later decide they want to withdraw from CCU, there would be no loss of union funds or assets
  - CCU unions stress local autonomy (some more than others); most business reps in the CCU or CCU unions come from the membership and are paid salaries comparable to salaries of the membership (e.g. the CCU Secretary-Treasurer wage approximately \$17,500 now.)

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### SERVICE, OFFICE and RETAIL WORKERS' UNION OF CANADA

A democratic union by and for working women and men. A brief history:

The Service, Office and Retail Workers' Union of Canada is an independent union formed by working women committed to organising those occupations which have been ignored by the traditional trade unions. SORWUC grew out of the Working Women's Association (WWA) which in 1971 began doing support work for working women's struggles and public education regarding equal pay, day care, job security and other concerns of working women. WWA members participated in union drives at Denny's and Smitty's restaurants and also participated in the formation of the Association of University and College Employees.

SORWUC was formed in October 1972 and continued to support actions such as assisting the WARDAIR strikers and organising a boycott campaign in support of striking workers at Denny's restaurant. SORWUC members also supported (and some participated in) the organising drive by AUCE at the University of B.C. This union was organised by UBC clerical and library workers, 90% of whom are women. The drive was carried out successfully without any outside financial assistance and resulted in one of the best union contracts for clerical and library workers in Canada. This proved that not only should working women organise themselves, they could organise themselves!



SORWUC - con't...

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SORWUC was formed to organise workers in retail stores, offices, banks, restaurants and other places which employ mostly women. The constitution is designed to make SORWUC as democratic as possible and prevent the establishment of a professional bureaucracy. All officers are elected by referendum ballot and there is a restriction on the number of years people can hold full-time office in the union. The national constitution allows a maximum of 3 years in office, though the locals and sections can decide their own limits within that maximum. Local 1 has a one year limit; the Bank Workers' section (UBW) has a 2-year limit. The union also makes a practice of voting on all important decisions by referendum ballot mailed to each member's home. Another important aspect of SORWUC's constitution is autonomy of locals and bargaining units. Locals of the union maintain complete control of their own financial and other affairs, and have the right to secede upon a majority vote of the membership. The members in each bargaining unit are responsible for writing and negotiating their own contracts, as well as retaining all control over negotiations and strategy such as strikes.

SORWUC's constitution allows organisation of workers' anywhere in Canada, although membership is concentrated in B.C. The National Executive has the authority to charter autonomous locals and sections of SORWUC and also initiates new organising. SORWUC presently consists of Local 1 (B.C.), Local 3 (Oxfam employees across Canada), and the United Bank Workers section.

Local 1 -first certification to SORWUC granted by BC LRB in July 1973.

- one small bargaining unit of #1, a law office, provides \$11 per hour for legal secretaries

- 14 active certified bargaining units: 5 day-care centres, 5 offices, 3 restaurants/bars, 2 social service units.

- approximately 200 members.

- Dues: \$6 per month for full-time employees with a collective agreement

  - \$4 per month for p-t (14-24 hr per wk) employees

  - \$1 per month for p-t (1-13 hr per wk) employees

  - \$3 per month for f-t members without a union contract

- Strikes: main one has been waged since June 1, 1978 against the Muckamuck Restaurant; since that time approximately \$31,500 in strike pay has been raised and paid out to the striking employees at the rate of \$100 per member per member per month. SORWUC sees this strike as an inspiration to all restaurant workers and a warning to employers that they are prepared to fight for the legal right to organise. The 20-month old strike is now in its 20th month.

Workers at the Kitimat Tudor Inn joined SORWUC in December 1978. In August 1979 a strike vote of 93% passed and within one week they had their first contract.

Powell River Homemakers joined SORWUC and signed their first collective agreement in May 1978. These workers, being 'domestic workers', are not covered by the legislation protecting most workers and so their union contract is particularly important to them.

United Bank Workers Section:

- started in summer, 1976

- until 1978, bank employee members built organisations in B.C. & Saskatchewan, resulting in 24 bank branches in BC and 2 in Saskatchewan.

- after 8 months of futile negotiations for proposals such as: base rate of \$1140 per month, standard 25 hr work week, voluntary overtime to be paid at double-time, promotions on the basis of seniority and ability, and prorated benefits for part-time employees the BC/UBW section decided to stop negotiations; union was unable to raise money to continue and was disappointed by the lack of support from the CLC. The banks in BC were in a powerful enough position to convince the employees to 'wait & see', knowing that the union would be unsuccessful with a small minority of bank branches. Saskatchewan UBW continued to negotiate and went through all steps of the government conciliation process resulting in government contract proposal that provided no wage increase. After realising sufficient lack of strength to strike and refusal to sign a bad contract, February 1979 saw them deciding to stop negotiating.

- although without contracts, UBW made important gains, most importantly they won the legal right of bank workers to organise.

- UBW is continuing to leaflet the banks, talk with bank workers and build their organisation.

Local 3:-Oxfam employees signed their first contract in May 1979, after 3 years of organising.

- divided into three regions in five workplaces, 18 employees

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Contract clauses:

- shorter work week, 32 hours in a law office, 33 hours in a credit union
- personal rights clauses eliminating personal errands for bosses, such as fetching coffee, typing personal letters, dress regulations
- full maternity pay
- two weeks fully-paid paternity leave
- extra time at lunch, once a month, with no loss of pay, to attend union meetings, thus enabling people with home responsibilities to attend the meetings and participate in the union, thus maintaining union democracy.
- such clauses recognise the problems faced by women in their double roles as homemakers and mothers, illustrating some of the ways union contracts can meet women's needs.
- contracts also provide job security, grievance procedure, promotions according to seniority, experience and ability; also provide better wages - provisions elementary to all union contracts.
- SORWUC members at the Electrical Trades Credit Union in Burnaby start at \$1,088 per month for a 33-hour work week, and although much less than the average industrial wage in B.C., represents a major improvement over wages paid in unorganised banks and credit unions.

AUCE and SORWUC

AUCE and SORWUC joining together would be a merger not an affiliation. Says SORWUC Executive: "We welcome AUCE joining with us in the struggle to organise the thousands of unorganised workers in the private sector in particular. We would see a joint convention of our two unions to discuss any problems and terms of merger - our constitutions, dues structures and elections of executive, etc.

The SORWUC constitution provides for sections as well as locals. A section in SORWUC is an occupational, provincial group. For example, the United Bank Workers' section in SORWUC is made up of just the bank workers in B.C. Within that section, there would be locals throughout the province - a structure exactly like the AUCE provincial union.

Sections have the right to elect their own full time people and are completely autonomous with their own by-laws, etc. We would welcome AUCE as the University and College Employees (BC) Section of SORWUC; the AUCE Provincial Constitution could remain intact - it is possible that the SORWUC Constitution could be amended to include AUCE provisions, such as dues structure, by-laws, etc.

JOIN US IN ORGANISING RESTAURANTS, BANKS, STORES OFFICES AND DAY CARE CENTRES..."

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## OPINION

*(These letters were submitted by rank and file members and do not represent the reports, recommendations or opinions of the affiliation committee)*

### Sisters and Brothers

What are we doing? Why are our fellow members talking about joining other unions? Why are we not talking about why the CLC does not want us?

What I perceived as a fairly straightforward question was whether AUCE should belong to the CLC. Our last convention said yes so we wrote a letter to them asking to be admitted. However, the CLC's answer to the question was no, we are not welcome to join.

Somehow, the question seems to have gotten confused. Efforts seem to have been concentrated on the pros and cons of joining one of the big unions already a part of the CLC's structure. Our convention did not say that our members wanted another union but that AUCE SHOULD BELONG TO THE CLC.

The big question for me is why the CLC does not want us. We have been told the reason is one of jurisdiction. It is the CLC's policy that a few large unions are preferable to many small ones.

But I think that I am best represented by AUCE. I do not think the CLC should tell me what union I should belong to.

All unions in Canada should belong to one central organization. That organization should be open to all unions in Canada. The CLC is not open to us but I think they should be. We should ask the CLC again about joining and we should tell them how we feel about their reasons for turning us down the first time.

Bob McAdie (Local 2)



1. The motion passed at the last AUCE Provincial Convention reads:  
That AUCE attempt to affiliate with the Canadian Labour Congress and that if AUCE is not successful in attaining affiliation intact as AUCE, then a Special Convention shall be called to further discuss terms of affiliation with the CLC.  
and,  
That AUCE strike a sub-committee composed of a minimum of one representative from each local to work on the project of attempting to affiliate AUCE with the CLC, with the Provincial Executive on the committee. (According to the minutes.)

This is why we are "talking about joining other unions". This is why we have a Provincial Affiliation Committee studying the 'pros and cons of joining one of the big unions already a part of the CLC's structure.

2. McAdie's belief that "the CLC does not want us" is wrong. The CLC does want us & has proven this by sending, without hesitation, representatives of the CLC, BC FED, BCGEU, CUPE, and OTEU to meet with our Provincial Affiliation Committee. The discussions have been long and detailed, as can be seen by reading the minutes of these meetings. (Minutes available from your Provincial Rep or by calling the Provincial Office - 684-2457) The CLC has also been approached on a number of occasions by both the committee members and other members of AUCE; they have always taken the time to answer our queries fully and have provided literature when requested (which they have done for the membership of Local 2).  
The CLC responded negatively to our request to affiliate as AUCE because they have three large unions which already represent clerical workers: CUPE, BCGEU & OTEU. They have repeatedly told us however that we can possibly join as an independent local of one of these unions, thereby keeping our current structure. What we really have to negotiate with the CLC is a way to maintain the principles of our constitution and by-laws unharmed.

3. The main advantage of the CLC is that it brings together many small unions into larger units with better bargaining power. Were AUCE to join the CLC, there would be important benefits for both sides. We would, by becoming part of the Canadian labour movement, have first-hand experience of what being in a union entails. Most important, we would receive the support and hearing of the bulk of the Canadian labour movement in the fight for our demands. We could contribute to other CLC member unions a good example of a democratically run union with control over our union leadership. We could also better apply pressure toward improvement of women's position in the labour movement from inside the CLC.

4. Perhaps the most important answer to McAdie's question, "why are our fellow members talking about joining other unions?" is because we need to do it. The recent Local 2 strike against SFU was a tragic example of why we must become more closely affiliated with the mainstream of the labour movement. I am not excusing the CLC leadership for sitting passively by while SFU clerical workers were struggling against the university bureaucracy, but certainly refusing to join the CLC is a very bad way to go about convincing the majority of Canadian workers we need their active support. The AUCE 2 strike at SFU illustrated our lack of experience and support.

For AUCE, as well as other isolated unions, it is becoming increasingly difficult to sign decent contracts. It is only through affiliation with the organisation that represents the largest number of fellow labour unionists in Canada that public sector workers such as ourselves stand a chance to stop cutbacks on wages and benefits. Only through affiliation we will be able to obtain good contracts. If we do not take this seriously, we will continue to slip behind in our wages and see the hard-fought-for clauses in our contracts crumble in the face of an increasingly powerful university administration.

Lisett Nelson, AUCE Local 1 Affiliation Committee member (@UBC), AUCE Provincial Affiliation Committee member

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Clarification! In Volume I, Number 2 (79-11-16) issue of the AUCE AFFILIATION INQUIRY a 'Rank and File' research report prepared by Melody Rudd, Local 2 rep to the Provincial Affiliation Committee, appeared. Unfortunately, the intent of one of the statements was misunderstood - "Of the 3 unions AUCE is looking at, OTEU is your best choice because it is the weakest and the smallest in B.C. AUCE would be able to have some autonomy and some power within the union ... Going into BCGEU is like going into a mine field ... In CUPE you would have a lot of autonomy but no clout ... which AUCE is not going to touch."

Melody explained to the AUCE Affiliation Committee that these remarks were not hers, nor are they her opinion. Rather they are QUOTED REMARKS made by rank and file members of the respective unions mentioned. In no way should 'The Report' be construed as her opinion - "I passed on remarks made to me by the members of those unions; it was not my intention to give my opinion in the article other than to state my objection to the particular discipline articles of the constitutions per se."

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THIS EDITION OF THE AUCE AFFILIATION INQUIRY (Volume I, Number 4) IS RESPECTFULLY SUBMITTED TO THE GENERAL MEMBERSHIP OF THE PROVINCIAL ASSOCIATION OF UNIVERSITY & COLLEGE EMPLOYEES, BY THE AUCE PROVINCIAL AFFILIATION COMMITTEE. January 9, 1980.