

July 17, 1984.

To: Kitti Byrne.

From: MARY FORKIN

Dear Kitti,

Jed + I were speaking about setting up an informal meeting with a rep or two from BCGEU as we have already talked to people from CUPE + VMREU + plan to meet with OTEU + ~~HEU~~ HEU. Could you call them + arrange a ~~time~~ <sup>date</sup> after work (end of July?) at 5:00 PM and then let Jed know so the committee members will be aware of it? I'm doing HEU; meeting to take place wk. of Aug. 13<sup>th</sup>.

Mary Forkin

Minutes, Merger Committee Meeting  
June 14, 1984

Present: Joy Korman, Kitti Byrne, Ted Byrne, Shirley Irvine, Mary Forkin  
and Jette Blake

An agenda was drawn up, consisting of reports on unions researched, how committee to proceed with information gathered on various unions, and date of next meeting.

After agenda adopted Shirley moved that we approach the executive with a suggestion to postpone the date for submitting our decision on unions the committee favours until mid-Sept. or latter part of Sept. The motion was carried.

Then, members gave reports and answered any questions from other committee members. Brief summaries of discussion and reports follow:

Mary reported on HEU. She said that AUCE would have to adopt HEU constitution and by-laws, however felt that good structure in HEU. Servicing done by paid HEU reps, some involved in bargaining. Executive consists of elected HEU members. 1 shop steward for every 50 employees, maximum of 20 (according to collective agreement). There is a Provincial Executive Committee but Sec./Business Mgr. spokesman for the union.

Currently HEU is not member of CLC, however, would like to join them. Not in B.C. Fed. They probably have to go back with CUPE to get in CLC. Local executive does not seem that much different from our own. Groups HEU represents include clerical, secretarial, hospital staff such as dietary and housekeeping and nursing home employees. Disadvantage could be not enough common interests with high percentage hospital employees as members. However, at UBC hospital local, HEU members work at various jobs within hospital, and secretaries and clerks in same local.

Some concern about HEU's future because of the CLC issue was expressed. We might not want to consider joining a union with plans for its own internal changes contemplated. Mary ended saying that HEU democratic union with large membership, good connections with the labour movement.

Shirley reported on VMREU. She was in touch with two VMREU reps. VMREU has 5,000 members in 13 bargaining units, each with its own contract. They are not a member of the CLC. We would be a separate local in the VMREU if we are interested in joining them.

The executive is elected from the membership. The various staff reps service the same locals consistently, and are familiar with each locals concerns. There is no grievance committee. The VMREU executive decides which grievances to take to arbitration. The grievor can appeal the executive's decision. Staff reps give recommendations on grievances to the executive committee.

There is a staff rep on the bargaining committee. If help is required with negotiations, VMREU says they can find us assistance from another local.

Members work for the city, parks, police, school board and smaller community colleges (VCC). The size of VMREU locals varies. They have a womens committee and promote equal pay for work of equal value. They were very active in Solidarity. Shirley provided the committee members with handouts she had obtained on the VMREU in addition to presenting her report.

Kitti was in touch with the Assistant Director for Membership Services at BCGEU. Similarity of jobs BCGEU members hold and those AUCE members hold, e.g. BCIT. The impression offered by a BCGEU shop steward was that they are extremely effective. There is some reorganization taking place. Some of the smaller bargaining units are not receiving as much staff rep time and attention as they would like. There is emphasis on health and safety issues in BCGEU. They have negotiated tech change language. A comment was made that they fell down in the area of education.

Ted mentioned the difficulty involved in getting a motion to the BCGEU convention. There are 2 staff reps and a chairperson for each bargaining unit and there is some doubt that we could maintain our own staff. On the positive side, shop steward courses are well run at BCGEU.

Kitti mentioned that she was expecting more information on BCGEU.

Ted reported on CUPE. He was in touch with a couple of executive members of CUPE locals. It would seem that AUCE's structure could be maintained. Locals of similar size have staff reps elected from their membership. It would be possible to have a fair degree of autonomy in our local of CUPE, according to the reports Ted received. They are strong on womens' issues. As we know, they are a member of the CLC. There is a provision for a council between CUPE locals on campus, if we joined and for the most part, we would operate with autonomy as a separate local. One of the disadvantages of CUPE is its base in Ottawa. Going by what the executive members reported to Ted, basis that this option may satisfy our criteria.

Ted also reported on OTEU. They have been able to maintain a fair degree of autonomy from the International union. \$2.37/month would be paid to the international. (includes CLC) Local 15 keeps all of its own funds. There is no provincial executive, however, Trotter interested in Provincial General Council. If AUCE were to join OTEU, it would have 3 locals here. (Hydro employees another OTEU local).

As far as the BCTF report goes, the minutes will not include any points made as a motion, moved by Ted and seconded by Kitti, not to look at BCTF as an option was carried.

It was decided that written reports should be submitted to the union office by June 29th so that other committee members would have a chance to go over all the reports before the next meeting.

The next merger committee meeting will take place on July 10th at 5:00 p.m. in the union office.

## HEU AS A MERGER OPTION

by Mary Forkin

If we were to merge with HEU, we would have to adopt their constitution and by-laws. Obviously as a local we would not have the degree of autonomy we now have, however, there does seem to be room at the local level for input and voicing our own concerns. Locals establish grievance committees, shop steward committees and any other committee we'd like to see. A local of 1300-1400 members would be able to send delegates to various conferences. We would be able to send 4 delegates to the Provincial wage policy conference, for example, where proposals are formulated for bargaining. Members of committees may be appointed by the local executive, except for the grievance committee which consists of at least two table officers. (Sec.B, by-laws covering component units)

The Provincial Executive Committee holds more power than units & serves the interests of all HEU locals. It consists of 19 officers, two of whom are elected from the membership at large. Their term of office is 2 years. Nomination and election of unit officers takes place once annually. Officers include Chairperson, Vice-Chairperson, Secretary-Treasurer, Assistant Secretary, Conductor (helps candidates through the initiation ceremony), Warden and 3 Trustees.

There is one shop steward for every 50 employees covered by the collective agreement, a minimum # of 2, maximum # of 20. There is also a chief shop steward. Stewards have ample opportunity for training and to increase their knowledge through courses.

The executive of a local consists of HEU elected members. HEU reps who do servicing are all hired - some are from the membership. They have union membership in the HEU Staff Union.

The hierarchy in HEU is as follows: member, committee member, local executive, HEU rep, provincial executive committee, president, and Secretary/Business Manager, the spokesman for HEU.

HEU is not a member of the CLC or B.C. Fed., although they are on friendly terms with the B.C. Fed. They are currently attempting to join the CLC, and it is possible that they would have to go with CUPE in order to be accepted. HEU has 137 locals, 24,000 members. They represent hospital employees, nurses aides, clerks and secretaries. They would welcome us as a new local. Its members are paid by the provincial government and are vulnerable in many of the ways we are because of this. They take an active part in supporting the trade union movement.

HEU has a Technological Change Committee but to date has not negotiated any significant contract language in this area. I tend to think that their efforts are there but that they were unsuccessful with tech change proposals. Although there is no women's committee in HEU, women are active and taking advantage of union educational seminars and courses. I think they are a union where women feel comfortable serving on committees.

Educating the membership seems to be a priority. Members are informed of decisions and issues. Educational leave of both a short and long term is available.

Dues are set by each local and adopted at the HEU convention (\$20 approx.). HEU's grievance committee, is assisted by two table officers. I was not able to find an instance when a local was refused funds, however, this should be looked into more closely with an HEU rep.

HEU has been able to negotiate pay raises for 1982 of 8%, 3% for 1984 . They are constantly before the labour relations board upholding the membership's contractual rights. They have a lot of expertise in this area which we could call upon.

At the moment, not all the advantages and disadvantages of joining HEU are clear. If they felt they had to go with CUPE to get into the CLC, then perhaps they wouldn't be as attractive as an option. We would be joining a more varied group in terms of those present at conventions, some concerns may not be relevant to us. We may find this within other larger frameworks. We would definitely find their bargaining resources and educational resources helpful. They are a union that has kept democratic features at the same time as they are expanding.