

AUCE PROVINCIAL

SPECIAL CONVENTION ON AFFILIATION

APRIL 12TH AND 13TH, 1980

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20.	Blank Pages for notes	2 pages	(Buff)
21.	Back Cover - space for emergency resolutions etc.		

AT CONVENTION YOU WILL RECEIVE THE FOLLOWING ADDITIONAL DOCUMENTS:

FINANCIAL STATEMENT
ACIEBC MEETING TRANSCRIPT
COMPARATIVE CHART PROVIDING KEY TO RESEARCH INFORMATION

**ASSOCIATION OF UNIVERSITY AND
COLLEGE EMPLOYEES (A.U.C.E.)
- PROVINCIAL OFFICE -
#901 - 207 WEST HASTINGS ST.
VANCOUVER, B.C.
V6B 1J8**

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

SPECIAL CONVENTION ON AFFILIATION

April 12th and 13th, 1980

at the NE/North Campus Cafeteria @ Capilano College,
North Vancouver

A G E N D A

Saturday, April 12th, 1980

- 9:00a.m. - 10:00a.m. - Opening, Introduction of the Delegates,
Remarks from the President re purpose of the
Special Convention, Announcements
- Motion: That there be no smoking in the
Convention Hall for the duration of the
Convention.
- Nominations: Open for the election of one
Trustee to fill the vacancy created by
Joy Smith's resignation in January 1980.
✓ Adoption of the Agenda
✓ Adoption of the Rules of Order of Convention
✓ Adoption of the Minutes of the last Con-
vention
✓ Provincial Executive Report
Motion: That the Provincial Executive Report
be adopted.
✓ Financial Report - **Sheila Perret**
Motion: That the Financial Report be adopted
- 10:00a.m. - 11:00a.m. ✓ Local Reports (re Local Affiliation Com-
mittees' research, etc.)
- 11:00a.m. - 1:00p.m. ✓ Affiliation Committee Report
- 1:00p.m. - 2:00p.m. - LUNCH BREAK
- 2:00p.m. - 2:30p.m. - Report of the Resolutions Committee
Motion: To accept the report of the Resolu-
tions Committee (i.e. the forwarded Resolu-
tions regarding Affiliation)
- 2:30p.m. - 5:00p.m. - Resolutions
- 5:00p.m. - ADJOURN FOR THE DAY UNTIL SUNDAY APRIL 13th
@ 9:30a.m.

Sunday, April 13th, 1980

- 9:30a.m. - 12:30p.m. - Resolutions Continued
- 12:30p.m. - 1:30p.m. - LUNCH BREAK
- 1:30p.m. - 2:30p.m. - Emergency Resolutions (concerning Affiliation)

AGENDA (cont'd)

- 2:30p.m. - 3:00p.m.- Closing nominations for and election of
Provincial Trustee.
- 3:00p.m. - 4:00p.m.- Other Business
- 4:00p.m. - MOTION TO ADJOURN UNTIL THE REGULAR
CONVENTION JUNE 14/15, 1980

DELEGATES TO THE AUCE SPECIAL CONVENTION, APRIL 1980 *

1979-1980 PROVINCIAL EXECUTIVE

Joan Wood, President (#2)
Hester Vair, Vice-President (#2)
Sheila Perret, Secretary-Treasurer (#4)
Suzanne Marria, Provincial Union Organizer (#6)
Ginny Gibberd, Trustee (#4)
Lid Strand, Local Representative (#1)
Jet Blake, Local Representative (#1)
Star Rosenthal, Local Representative (#2)
Carol McQuarrie, Local Representative (#4)
Anne Gilbert, Local Representative (#4)
Vicke Nunweiler, Trustee & Local Representative (#5)
Ron Faktor, Local Representative (#5)
Mary Mabin, Local Representative (#6)
Wendy Frost, Local Representative (#6)

LOCAL 1 (U.B.C.) - 224-2308

Cathy Agnew	- Marcel Dionne
Jerry Anderson	Ray Galbraith
Wendy Bice	- Diane Green
Carole Cameron	Nancy Wiggs
Neil Boucher	Valerie Pusey

LOCAL 2 (S.F.U.) - 291-4433

Sara Diamond	Steve Halford
Olive McRae	Joan Meister
Linda Millard	Honoree Newcombe
Margot Scherk	Sandy Shreve

Alternates are:

Marion Northcott	Roger Perkins
Ada Ho	Bob Anderman
Joanie Anderson	Bob McAdie

LOCAL 4 (CAPILANO COLLEGE) - 986-1911

Sheila Browne	Bill Little
Pat Pope	Leonor Luzardo
Averil McCreadie	

LOCAL 5 (COLLEGE OF NEW CALEDONIA) - 562-2131

Kaye Gibb	Jenny Somero
Peter Burton	

LOCAL 6 (Teaching Support Staff at S.F.U.) 291-4735

Michele Pujol	Michele Preston
Jack Geggenberg	Michael Ewen
Peter Lane	

Alternates are:

Bob Wiseman	Mark Lushington
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Elected in accordance with Section 14: CONVENTIONS,
C. Delegates, of the AUCE Provincial Constitution

RULES OF ORDER GOVERNING A.U.C.E. CONVENTION

(Based on Burinot's Rules of Order, Union Constitution, and Rules of Previous Conventions.)

1. The final deadline for submission of all resolutions and constitutional amendments to the Provincial Executive is no later than _____ (28 days prior to Convention.) except Special Conventions in which case the time required may be less.
2. Any resolution or proposed Constitutional amendment to be accepted must be submitted by the executive committee or a body directly affiliated or chartered by this organisation and signed by the presiding officer and secretary. A resolution shall not deal with more than one subject, shall refer to the action which is proposed, and shall contain not more than one hundred and fifty words.
3. Resolutions and Constitutional Amendments received or submitted contrary to the above shall be referred to the Provincial Executive who may refer such proposals or proposal to the Convention with the understanding that consideration is dependent upon two-thirds majority consent of the Convention.
4. Resolutions and Constitutional Amendments properly received by the Provincial Executive for consideration by the Convention shall be referred to the Resolutions and Constitution Committee. No later than _____ (14 days prior to Convention.), copies of the proposed resolutions and Constitutional Amendments shall be distributed to those accredited delegates for whom the Provincial Executive has received notice in writing, with the exception of Special Conventions, in which case the time may be less.
5. That the Rules of Order of Convention be amended such that in the case of Emergency Resolutions at Convention which deal with disbursement of Provincial Association funds, in excess of \$1000, either as loans or direct grants to organisations other than A.U.C.E. locals, such resolutions be put to referendum ballot by all members of the Association (union).
6. A quorum shall be a majority of registered delegates.
7. The President shall preside at the Convention, and in her/his absence, the Vice-President shall preside, except at the discretion of the Convention.
8. When a delegate wishes to speak she/he shall address the Chair. When recognised by the Chair, she/he shall give her/his name and the name of the Local she/he represents. The speaker shall also indicated whether speaking for or against the motion.

Rules of Order Governing A.U.C.E. Convention

con't

9. An amendment to the main motion may be moved, must be seconded, and must not be contradictory to the main motion.
10. An amendment to the amendment (subamendment) may also be considered, and must also be moved and seconded. When this happens voting is conducted in this order:
 - a) the subamendment
 - b) the amendment
 - c) the main motion as amended.
11. Speeches shall be limited to 5 minutes except in moving a resolution, when the delegate shall be allowed 10 minutes.
12. A delegate shall not speak more than once upon a subject, until all who wish to speak have had an opportunity to do so.
13. A delegate shall not interrupt another except it be to call a point of order. ("Any member may at any time rise on a point of order, interrupting a speaker if necessary, to point out a breach of rules." pg. 56 Stanford ed. Bourinot's Rules of Order)
14. If a delegate be called to order, the delegate shall, at the request of the Chair, take her/his seat until the question of order has been decided.
15. Any delegate may appeal the decision of the Chair ("Challenge the Chair"). The Chair shall step down for the duration of the challenge. The Vice-President shall chair the challenge. The Chairperson (Vice-President) shall then put the question thus: "Shall the decision of the Chair be sustained?" The question shall not be debatable except that the Chairperson and the challenger may make an explanation for their decision.

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

6th ANNUAL CONVENTION

June 2 & 3, 1979

MINUTES

Held at the University of British Columbia, Vancouver, B.C.
Law Buildings

Saturday June 2nd, 1979

Nancy Wiggs, Chairperson

Sheila Perret, Recording Secretary

Nancy Wiggs called the Convention to order at 9:00 a.m.

Nancy Wiggs called for Delegates to introduce themselves

Melody Rudd moved)

That there be No Smoking in the Convention Hall.

Shelley Teggart Seconded)

Carried

Nominations for alternates for Trustee positions, to work the Convention:

Cathy Barrett) elected to work at the Convention, in the

Mick Maguire) case of votes, roll-call votes, ballots, etc.

Ginny Gibberd)

Richard Melanson Moved)

That the Convention be tape-recorded.

Mick Maguire Seconded)

Carried

The Chairperson opened nominations for Table Officer positions:

President:

Sheila Perret

Nancy Wiggs

Vice-President:

Bob McAdie

Secretary-Treasurer:

none at this time

Union Organiser:

Melody Rudd

Trustee:

Mick Maguire

Sheila Perret Moved)

Joy Smith Seconded)

Carried

That non-union observers be seated, namely the accountant, Carol Dinsmore; Suzanne Marria, #6; Drena McCormack, In Struggle; and that if there are any other visitors arriving during the Convention that separate motions to seat the visitors be entertained at the appropriate time.

Mick Maguire moved)

Melody Rudd seconded)

Carried

That the Agenda be adopted.

Sheila Perret Moved)

Mick Maguire Seconded)

That the Rules of Order of Convention be adopted

Joy Smith Moved)

Mick Maguire Seconded)

That in the case of Emergency Resolutions at Convention which deal with disbursement

con't/..

amendment to Rules of Order
motion continued)

Mick Maguire Moved)
Valerie Melanson Seconded)

Ivan Shukster Moved)
Cobie Wennes Seconded)
Carried

Motion Carried as amended

Lid Strand Moved)
Cobie Wennes Seconded)
Carried

Lid Strand Moved)
Mick Maguire Seconded)

Ann Hutchison Moved)
Ian Spence Seconded)
Carried

Ann Hutchison Moved)
Lid Strand Seconded)
Carried

Richard Melanson Moved)
Bill Burgess Seconded)
Carried

Motion to adopt the Executive Report with the deletion, Carried.

Mick Maguire Moved)
Gary Letourneau Seconded)
Carried

Bill Little Moved)
Sheila Perret Seconded)
Carried

Financial Report

Sheila Perret, Secretary-Treasurer and Carol Dinsmore, Accountant read through the Auditor's Financial Report and answered questions on the proposed budget and last year's income and expenditures. A comparison was given of both budgets and last year's income and expenditures. A break-down of 'Office' expenses was given. It was noted that, based on the anticipated income and expenses, the per capita income will not provide sufficient income to allow for the Strike Fund Appropriation - there is a \$25 surplus! It was noted that a Constitutional Amendment is forthcoming re Strike Fund income.

of Provincial Association funds, either as loans or as direct grants, such resolutions be put to referendum ballot by all members of the Association

amend the amendment, insert after 'funds,'
"in excess of \$1000".

amend the sub-amendment, insert after 'funds'
"to outside groups, other than AUCE, in excess of \$1000"

That the minutes of the 1978 Convention be adopted with the correction on page 9, at the bottom of the page: 'Nancy Wiggs moved, Michele Pujol (not McCaughran) seconded'.

That the Executive Report be adopted.

amendment: "but that the section of the Executive Report referring to the previous Secretary-Treasurer, from the words on Page 13 of the Exec Report, "It became apparent.." to "...the previous Secretary-Treasurer.", inclusive, be DELETED.

That all retroactive wages, including those earned as a result of the Contract Settlement at AUCE #1, be paid to Judy Wright.

That another visitor, Lynn Cameron, member of the ATA Union (UBC), CUPE #2278, be seated.

That Brian Lawson, CUPE #2278 member (ATA's) be seated.

That UBC Law Student, Bruce Ralston, be seated.

Financial Report continued:

It was noted that 'Bank Charges' were higher than the anticipated cost because Provincial paid the interest charged to borrow the \$10,000 from the Van City Credit Union in order to lend the same amount to AUCE #2 for their Strike Funds.

Regarding Loans receivable: SORWUC - Long Term Interest-free loan of \$10,000; AUCE #1 - \$860 legal fees to assist them in fighting a Section 7 complaint before the BCLRB; AUCE #2 - \$10,000 re strike at SFU; AUCE #6/TSSU - \$600 organising loan borrowed against one of the Term Deposits.

Nancy Wiggs reported that the Table Officers have met frequently with the accountant in order to revise the book-keeping system and discuss problems of cash flow.

The accountant, Carole Dinsmore, elaborated on the short-fall which has adversely affected the strike fund income. She noted that there is no way to cut down on the expenses; that what needs to be done is increase the income through organising and signing up new members, increasing the pctax is a distinct possibility for increased revenue.

Nancy Wiggs noted that one other reason for increasing the income is that it is apparent that another worker is essential for the AUCE Office, if only for the periods surrounding the conventions and nothing else. The Provincial Executive has considered this need very seriously and realises that one way of accomplishing this need is to increase the Provincial income. Nancy noted to the Convention that one paid worker is not sufficient for the responsibilities expected to be undertaken by the Provincial.

Bob McAdie, Vice-President referred to Constitutional Amendment Proposals, Numbers 5 & 6, which are financially-related. First, re Number 6, there is a proposal to change Section 15: Revenue and Finances of the Provincial Constitution. Bob noted that in order to carry that increase in the Strike Fund into the actual revenue, Section 15.A. must be amended as well. Hence, the Provincial Executive's proposals. Because it is apparent that an increase in Income is needed for at least three reasons: Strike Fund Appropriation, maintaining services, increase the activities of the Provincial Association and increase the services; the Provincial Executive is proposing that a change in the Constitutional Amendment be made: Instead of changing the \$2.00 amount to \$2.25 it is proposed that the amount be increased to \$2.75.

Nancy Wiggs asked for any objections to changing the proposed amendment from \$2.25 to \$2.75, and further explained that we would like to hire another worker for certain periods of time. It was also noted that in the event the motion carried at the Convention, it will go to Referendum.

Bob McAdie moved)
Ann Hutchison Seconded)

That Section 15:B of the Provincial Constitution be amended to read: 50¢ of the per capita tax shall be deposited in the Strike Fund.

Lid Strand Moved)
Bill Little Seconded)
Carried

That this item be deferred until after the Constitutional Amendment proposal #5 has been dealt with.

Bob McAdie Moved)
Sheila Perret Seconded)

That Section 15:A of the AUCE Provincial Constitution be amended to read: "The revenue of the Provincial Association shall be derived

discussion on Constitutional Amendment proposal Number 6, re Section 15: B of the AUCE Provincial Constitution, con't:

- - - -

from a per capita tax of two dollars and seventy-five cents (\$2.75) per full-time member per month ... Other than full-time members ... majority of ballots cast in a referendum ... membership."

Mick Maguire Moved)
Pat Georgeson Seconded)
Failed

That this item be deferred until the 1979/80 budget has been passed.

Kathy Moore, #2 noted and the Chairperson confirmed that there is a typing error: the word 'including' in the proposed amendment should read 'excluding'.

The Chair noted that the Convention is, by this amendment, voting to send the question to referendum.

Pat Georgeson Moved)
Melody Rudd Seconded)
Carried

That this item be tabled until first thing Sunday morning, and shall be dealt with at 8:30 a.m., under Constitutional Amendments.

Moved by Richard Melanson)
Seconded by Sheila Perret)
Carried

That the auditors, the accountant Carol Dinsmore, the company is Ellis, Foster & Co., be re-appointed until the next Regular Convention.

Mick Maguire Moved)
Bob McAdie Seconded)

That the Financial Report be adopted.

Lid Strand Moved)
Joy Smith Seconded)
Carried

That the budget portion of the Financial Report be dealt with separately, and that the time for dealing with the Budget be after the motions on the proposed changes in the dues structure have been dealt with.

Motion to adopt all of the Financial Report with the exception of the Budget CARRIED.

Lid Strand Moved)
Sheila Perret Seconded)
Carried

That the two visitors from the BC Students' Federation, John Doherty and Chris Gibbins, be seated.

LOCAL REPORTS

The Local Reps and elected Delegates elaborated on the written local reports. Richard Melanson and Michele McCaughran spoke on behalf of Local 1; Peter Threiffall represented Local 2; Judy Cavanagh, Bill Burgess & Susan Knutson reported on the SFU-18 situation as it related to the Local 2 Strike; Joy Smith reported for Local 4; Sheila Perret & Bob McAdie reported for Local 3, which ceased to 'be' as the result of an LRB decision - the DTUC employees are now members of CUPE #1341; Vicki Nunweiler reported for Local 5; Suzanne Marria reported for #6.

Local Reports - con't:

Lid Strand Moved)
Bob McAdie Seconded)
Carried

That a visiting member of CUPE #2278, Peter Fryar, be seated.

Sheila Perret Moved)
Bob McAdie Seconded)

That the A.U.C.E. Provincial Convention demand of the Attorney-General of B.C., and of the Burnaby R.C.M.P., that the charges against the SFU 18 be dropped, and that a Press Release be issued immediately after the Convention to this effect, and further that we pass around a tin so that individuals at this Convention can donate to the SFU 18 Legal Defense Fund, and further that AUCE Provincial donates \$999 to the SFU 18 Legal Defense Fund.

Lissett Nelson Moved)
Ann Hutchison Seconded)
Defeated

That the motion be amended to include, after the words "Press Release -", "...including a request of the B.C. Federation of Labour to hold a rally around the issue of the SFU 18 arrests".

Susan Knutson Moved)
Lid Strand Seconded)
Carried

That the motion be amended to include, "And, be it further resolved that AUCE Provincial participate in public defense activities organised by the SFU 18 Defense Committee, and be it further resolved that AUCE Provincial Executive and AUCE members attend, if possible, the trials of the arrested beginning June 23rd at 9:30 a.m., at the Burnaby Provincial Courthouse, Gilpin Street, Burnaby; and be it further resolved that AUCE condemn the strike-breaking activities of the RCMP and the Ad-Hoc Labour Liaison Committee; and that AUCE oppose the existence of and any cooperation with the Ad Hoc Labour Liaison Committee".

The Main Motion, as amended, Carried.

Melody Rudd Moved)
Pat Georgeson Seconded)
Carried

That Drena McCormack, of 'In Struggle' be seated at the Convention.

The Chair announced a Lunch Break at 12:25 p.m.

The Local 2 report, given by Peter Threlfall, Hester Vair and Melody Rudd, was the first item of business after lunch.

Lid Strand Moved)
Sheila Perret Seconded)
Carried

That John Ngse, a member of CUPE #2278/ATA's be seated at the Convention.

Local Reports - con't:

Sheila Perret Moved)
Lid Strand Seconded)
Carried

That the Local Reports be accepted.

Business Arising From the 1978/5th Annual Convention

The following is a list of the items discussed under 'business arising':

Association of Teaching Assistants/TA Union, CUPE #2278 - Brian Lawson spoke on behalf of the ATA's
Maternity Benefits 'Hassle' - Sheila Perret and Melody Rudd reported
Essential Services Disputes Act - Sheila Perret and Nancy Wiggs reported on this item, and informed the Convention of the Seminar held in January, conducted by Carolyn Askew, lawyer
SFU 18 announcements were made concerning the trial dates
BC Students' Federation - Chris Gibbins and John Doherty, with Sheila Perret reported on the Student Employment Conference sponsored by AUCE/BCSF and attended by unions affected by Student Employment/Collective Agreement conflicts.

Lid Strand Moved)
Mick Maguire Seconded)

*Whereas the 1978 Convention called for joint policy between the BC Students' Federation and AUCE and other campus unions, in order to respond to the inequities inherent in student work projects, and
Whereas the AUCE Provincial Executive has worked over the past year to develop such policy;*

THEREFORE BE IT RESOLVED:

That AUCE Provincial 1979 Convention endorse the following six point policy on student employment:

- 1) *students shall receive, at a minimum, the base rate of the campus union wage*
- 2) *the jobs created for the Work-Study (and other student employment Programmes) be career-related only*
- 3) *that students be included in the decision-making process of each level of the programme(s), and that the structure be in the form of the following representation and should consist of at least:*

- a) *a student representative*
- b) *a union representative*
- c) *an administrator of the university or college,*

in order to regulate the student employment programmes going on at the campus, and will make sure that these jobs are union-type jobs. The Committee will also attempt to relate the jobs to the students' career.

- 4) *That the Work-Study Programmes not be developed as a substitute for the Student-Aid Programme*
- 5) *The students employed by the University or College shall come under the Collective Agreement in force on that campus*
- 6) *Jobs created for the programme shall in no way replace or hinder the development of a full-time position*

'Business Arising' - con't:

BC Students' Federation - Motion on Student Employment policy...

Sheila Perret Moved)
Bob McAdie Seconded)
Carried

That part 3, b) "a union representative" be replaced with the words: "representative(s) from the union(s) so affected".

Michele McCaughran Moved)
Lid Strand Seconded)
Carried (unanimously)

That the part 6 wording "full-time position" be replaced with "bargaining unit position", so that the sentence shall read: "Jobs created for the programme shall in no way replace or hinder the development of a bargaining unit position."

Cathy Moore Moved)
Ann Hutchison Seconded)
Defeated

That part 3, last sentence, "The Committee will also attempt to relate the jobs to the students' career.", be deleted.

Pat Georgeson Moved)
Lissett Nelson Seconded)
Carried

That the words "...for the job classification of the job being done", be added at the end of Part 1, so that it shall now read: "Students shall receive, at a minimum, the base rate of the campus union wage, for the job classification of the job being done."

Sheila Perret Moved)
Joy Smith Seconded)
Carried

To REFER the motion on Student Employment policy, to the Provincial Executive, and that this item shall be further dealt with 'under' agenda item "Emergency Resolutions".

Concerned Citizens for Choice on Abortion

Sheila Perret Moved)
Bob McAdie Seconded)
Carried

That AUCE Provincial continue to support the Concerned Citizens for Choice on Abortion.

International Women's Day

Lissett Nelson Moved)
Sheila Perret Seconded)
Carried

That AUCE Provincial organise mass support and participate in the International Women's Day activities in Vancouver, for March 8th, 1980.

Educationals - Sheila Perret reported that AUCE Provincial conducted seminars on the Essential Services Disputes Act, Unemployment Insurance, Shop Steward training, and recommended that AUCE continue to sponsor such educationals for the membership.

Service, Office and Retail Workers' Union of Canada (SORWUC)

Melody Rudd reported on the progress being made by SORWUC in organising day care centres, and pulp mill office workers. She reported that SORWUC/United Bank Workers' section is going to be writing a book on their first organising drive - and that the book will launch their second drive to organise bank workers. Melody also reported on the Muckamuck strike, which has continued since the first of June last year, one year ago.

Motion re Muckamuck strikers follows on the next page - -

'Business Arising - SORWUC' con't:

Melody Rudd Moved)
Sheila Perret Seconded)
Carried

That AUCE Provincial donate \$500 to the Strike Fund of the Muckamuck Restaurant unit of the Service, Office and Retail Workers' Union of Canada.

Mick Maguire asked that his 'No' vote be recorded.
Joy Smith asked that her vote to 'Abstain' be recorded.

Joy Smith Moved)
Mick Maguire Seconded)
Defeated

That this Convention instruct the AUCE Provincial Executive to recall the \$10,000 lent to SORWUC at the last Convention, and that the Provincial Executive meet with SORWUC with the objective of recovering at a minimum, \$100 (one hundred dollars) per month, and further, that the terms of the loan recall be negotiated with SORWUC.

Ginny Gibberd, Joy Smith, and Mick Maguire asked that their 'Yes' votes be recorded.
Gary LeTourneau asked that his 'Abstain' vote be recorded.

The Convention adjourned at 5:00 p.m. and reconvened:

Sunday June 3rd, 1979
9:00 a.m.

'Business Arising' - con't:

Newsletter

Lid Strand Moved)
Bob Anderman Seconded)
Defeated

That the following be added to the AUCE Provincial Policies and Procedures Manual: Provincial Committees, page 2:
Provincial Communications Proposals -
1. The Newsletter should be put out every second month. The first newsletter after the the Annual Convention should focus on the Convention and the new policies. The newsletter immediately preceding the subsequent Convention should contain an Executive report and any policies submitted to that time.
2. This Newsletter should be supplemented by a bulletin that comes out as necessary, approximately twice a month and contains announcements and up-to-date developments/
3. An official Communications Committee should be set up to work on the Newsletter. They should meet at least once a month.
4. This Committee should be chaired by the Union Organiser who shall report to the Provincial Executive on its activities.

re SFU 18

Cathy Mooney Moved)
Lid Strand Seconded)
Defeated

That the Convention reconsider the motion that called for the Provincial Executive's issuance of a Press Release concerning the SFU 18.

Bob McAdie Moved)
Sheila Perret Seconded)
Carried

That the Convention accepts the Report of the Resolutions and Constitutional Amendments Committee.

Bob McAdie reported that under Section 14:Conventions, part D, of the Provincial Constitution, there is the stipulation that a Resolutions and Constitutional Amendments Committee shall be struck prior to the Convention. The Committee received all Resolutions and Constitutional Amendments, typed them, printed them and had them enclosed in the Delegates' Dockets.

Bob McAdie Moved)
Lid Strand Seconded)

Be it Resolved that A.U.C.E. attempt to affiliate with the Canadian Labour Congress.

Lissett Nelson Moved)

That AUCE Provincial strike a Committee composed of a minimum of 1 (one) representative from each local, and that the Committee shall research affiliation options and report back to the Provincial Association and each local.

Nancy Wiggs, Chairperson, ruled this motion out of order.

Lissett Nelson Moved)
Tony Parsad Seconded)
Defeated

That we refer the main motion to the next Annual Convention.

Geoff Holman Moved)
No Seconder

That the question now be 'put'.

Jack Geggenberg Moved)
Bill Burgess Seconded
Carried

That the following be added to the end of the main motion: "... and that if we are not successful in attaining affiliation intact as AUCE, then a Special Convention shall be called to further discuss terms of affiliation with the CLC.

The Chairperson ruled that the discussion could only refer to the amendment vis a vis Tony Parsad challenged the Chair's ruling. (the Special Convention).

Bob McAdie, Vice-President, assumed the Chair and explained the Challenge procedure. Nancy Wiggs and Tony Parsad gave their positions on the merits of the ruling. The Convention voted on the President's ruling. The Chair was sustained.

The amendment was Carried. (re Special Convention).

Lid Strand called the 'question'.

The Convention voted on calling the question at this time.

Vote to call the question Failed.

Discussion continued on the main motion as amended.

CLC Resolution continued -

Lid Strand Moved)
Bill Little Seconded)

That in the event that the CLC does accept AUCE, that before AUCE does enter the CLC we hold a Special Convention to discuss the ramifications of the affiliation.

The Chair ruled that the discussion may only concern the holding of a Special Convention in the event that the CLC does accept AUCE.

The Chair was then questioned by various Delegates, as to the order of considering such an amendment.

Upon further consideration of the wording of the motion, the Chair ruled that the amendment was not in Order.

Lissett Nelson Challenged the Chair's ruling.

Bob McAdie, Vice-President, conducted the Challenge and explained the procedure. Lissett Nelson and Nancy Wiggs, President, stated their positions on the merits of the ruling.

The vote was conducted and the Chair's decision was Sustained.

Nancy Wiggs resumed the Chair.

Lissett Nelson Moved)
Bill Burgess Seconded)
-ruled out of order -

1. That this Convention strike a committee composed of a minimum of one (1) representative from each local to work on the project of attempting to affiliate AUCE to the CLC, and, at the same time, document alternative ways of affiliating to the CLC, and That this committee report to the Provincial Association and to the membership of each

local in no more than three (3) months' time.

2. That the Special Convention referred to in Resolution #1, about affiliation to the CLC, take place after the Committee has reported on its findings.

3. That any referendum on this matter be held only after the Committee has reported on its findings, and the issue has been discussed by our membership.

The Chair noted, after considering carefully the wording of the motion moved by Lissett Nelson, that it was out of order because it discussed the mechanics of how the original resolution would be carried out, when the first question was not yet decided.

The Chair then asked the Convention to vote on whether or not to entertain such amendments.

The Convention Delegates voted against hearing such amendments; the Chair ruled the amendment out of order, and stated that such amendments would not be in order until after the original resolution had been dealt with.

Discussion continued on the main motion as amended, which was, 'Be it resolved That AUCE attempt to affiliate with the Canadian Labour Congress, and that if we are not successful in attaining affiliation intact as AUCE, then a Special Convention shall be called to further discuss terms of affiliation with the CLC'.

The Question was 'put'.

The main motion, as amended Carried.

The Chair announced that Lissett's motion was now in order, and that each of the three points, from 1 through 3, be discussed separately:

Lissett Nelson Moved)
Bill Burgess Seconded)

1. That this Convention strike a Committee composed of a minimum of one (1) representative from each local, to work on the project of attempting to affiliate AUCE to the CLC; that this Committee report to the 11/...

CLC resolution, moved by Lissett Nelson and Seconded by Bill Burgess, continued:

Provincial Association and the membership of each local in no more than three (3) months' time and at the same time document alternative ways of affiliating to the CLC.

Joy Smith Moved)

That the Resolution be amended to include: "Investigate the Confederation of Canadian Unions and Working Women Unite", after the words: "...to the CLC.", so that the sentence shall now read: "That this Convention strike a Committee composed of a minimum of one (1) representative from each local to work on the project of attempting to affiliate AUCE to the CLC, and to investigate affiliation with the Confederation of Canadian Unions and Working Women Unite."

The Chair ruled Joy Smith's amendment out of order, stating that the intent of the original motion was to attempt affiliation with the CLC, and not other organizations.

Joy Smith challenged the Chair's ruling that the amendment was out of order.

Nancy Wiggs, President, stepped down from the Chair.

Bob McAdie, Vice-President, assumed the Chair.

Joy Smith and Nancy Wiggs each explained their positions.

The question was called; the Convention voted on whether or not to sustain the Chair's ruling.

The Convention voted to Sustain the decision of the Chair.

So, the motion as it stands, still reads: 'That this Convention strike a Committee composed of a minimum of one (1) representative from each local to work on the project of attempting to affiliate AUCE to the CLC; that this Committee report to the Provincial Association and the membership of each local in no more than three (3) months' time, and at the same time document alternative ways of affiliating to the CLC.'

Lid Strand raised a Point of Order and asked that the Chair consider the motion out of order in light of the previous motion which was passed.

The Chair ruled the motion out of order.

Lissett Nelson challenged the Chair. Bob McAdie assumed the Chair.

The Chair explained that her decision to rule the motion out of order was based on the fact that the original motion called for the affiliation to the CLC 'intact as AUCE', and further explained that Lissett's motion's wording, "...and at the same time document alternative ways of affiliating to the CLC...", contradicted direct wording of 'AUCE intact'. By adding the extra wording the Chair stated that the result would be that no longer would the intent be to only implement the decision made in the previous motion.

The question was put, "Shall the Chair be sustained?"

The Chair's decision was Sustained; the motion stands out of order.

Tony Parsad, of AUCE #2, asked that his objection to the Chair's ruling be recorded, and then further stated that he was leaving the Convention.

re CLC Resolution - con't:

Joy Smith Moved)
Lissett Nelson Seconded)
Defeated

1. That the Convention reconsider the previous motion, the first, main motion, which stated that AUCE 'attempt to affiliate to the CLC', and that the Convention vote to defeat that original motion in order that Lissett Nelson can introduce her motions that were just previously ruled out of order, because they were ruled 'ultra vires' to the main motion.

Bill Burgess Moved)
Joy Smith Seconded)

That a Committee of the Provincial Executive and at least one representative of each local shall report to the Provincial Association and the Locals, on the issue in progress of Affiliation with the CLC within three (3) months; and

2. That any referendum on affiliation be held after the report of the Affiliation Committee is received, and,
3. A Special Convention is to be held when the Affiliation Committee, after meeting with the CLC, has produced its report.

Nancy Wiggs stepped down from the Chair and Bob McAdie continued the chairing of the meeting, temporarily.

Paul Saunders Moved)
Brian Generoux Seconded)
Defeated

That the word "any", in part 2 of Bill Burgess's motion, be replaced with the word "a".

Bob McAdie asked that the question on the main motion be 'put'.

The main motion, moved by Bill Burgess & Seconded by Joy Smith
CARRIED.

Bob McAdie Moved)
Bob Anderman Seconded)
Defeated

That we proceed to the next item on the agenda.

Ann Hutchison Moved)
Lissett Nelson Seconded)

That we open nominations to elect committee reps as referred to in the motion re affiliation to the CLC, as above.

The Chair ruled the Motion out of order, and stated that it will be up to the Locals to elect their Affiliation Committee reps.

The Chair announced that further nominations have been received and as of 12 noon, the nominations received so far are as follows:

President: Sheila Perret, Nancy Wiggs
Vice-President: Bob McAdie, Lid Strand
Secretary-Treasurer: Mick Maguire, Sheila Perret, Joy Smith
Trustees: no nominations
Union Organiser: Melody Rudd, Joan Wood, Bill Burgess

CONSTITUTIONAL AMENDMENTS -

Constitutional Amendment #1:

Bob McAdie Moved)
Lid Strand Seconded)

That Section 1:NAME, of the Provincial Constitution, be amended to read, "This organisation shall be known as "The Union of University and College Employees" (UUCE) and shall hereinafter be referred to as the Provincial Union, and that the Provincial Constitution, as a result be amended throughout to read 'union' in place of 'association'.

Richard Melanson Moved)
Bill Little Seconded)

That the name AUCE be retained and that the words, ' trade union', be included in the Constitutional Section, after the 2nd 'Provincial'.

The Chair ruled Richard Melanson's amendment out of order, stating that it was contrary to the intent of the main amendment, which is to change the name.

Joy Smith Moved)
Lid Strand Seconded)
Carried

That instead of the Provincial Executive's amendment, the Union of University and College Employees (UUCE), the amendment shall read 'the University and College Employees Union', (UCEU)', so that the Section 1:NAME, of the Provincial Constitution, shall now read: "This organisation shall be known as "the University and College Employees' Union (UCEU) and shall hereinafter be referred to as the Provincial Union, and that the Provincial Constitution, as a result, be amended throughout to read 'union' in place of 'association'.

Joy Smith Moved)
Carol McQuarrie Seconded)
Carried

That the Convention issue a Press Release notifying of our change of name.

Paul Saunders Moved)
Cobie Wennes Seconded)
Carried

That we reconsider the motion to change our name.

The Chair ruled that a roll-call vote would be carried out on this motion to reconsider.

YES

NO

ABSTAIN

Ann Hutchison
Carol Cameron
Cathy Mooney
Valerie Melanson
Coby Wennes
Shelley Teggart
Ian Spence
Melody Rudd
Ann Sullivan
Geoff Holman
con't next page

Andree Buchanan
Gary LeTourneau
Joy Smith
Bill Little
Ginny Gibberd
Peter Burton
Pat Maika
Michael Ewen
Carol McQuarrie
Anne Gilbert
con't next page

Constitutional Amendments - con't

Roll Call Vote on Motion to Reconsider the motion to change our name,
continued:

<u>YES</u>	<u>NO</u>	<u>ABSTAIN</u>
Joan Wood	Lid Strand	
Joan Meister	Wilf Bellmond	
Margaret Murray	Vicki Nunweiler	
Paul Saunders	Mary Mabin	
Cathy Moore		
Ivan Shukster		
Brian Generoux		
Richard Melanson		
Carol Knight		
Sheila Perret		
Bob McAdie		
Susan Knutson		
Bob Anderman		
Bill Burgess		
Linda Hale		
Jack Geggenberg		

The vote to reconsider needed a 2/3's majority to pass. The count was 26 to 14 with
no abstentions, therefore the vote failed.
The vote was defeated.

Therefore, the original motion stands : that the name will be UCEU, as
on the previous page.

Ann Hutchison Moved)
Bill Little Seconded)
Carried

*That the Constitutional Amendment regarding the
change of name, be sent to a referendum of
the AUCE Provincial membership.*

Constitutional Amendment #2:

Bob McAdie Moved)
Lid Strand Seconded)

*That Section 2:OBJECTIVES, of part A, in the
Provincial Constitution, be amended to read:*

*"To bring about fair wage standards and to assure uniform job
classification with equal pay for work of equal value (1) for
all employees, regardless of sex, sexual orientation, age,
marital status, physical disability, previous and current
psychiatric or psychotherapeutic treatment, colour, race,
religious or political beliefs, national origin, whether or
not she/he is a part-time or a full-time worker (2),
whether or not she/he is a part-time or a full-time
student (3), whether or not she/he has children and/or
dependents."*

Joy Smith Moved)
Coby Wennes Seconded)
Carried

*That each amendment, as underlined, be
considered and voted on serarately. i.e.
(1), (2), (3).*

Constitutional Amendment #2, con't:

Amendment (1) :

Bob McAdie Moved)
Lid Strand Seconded)
Carried

Amendment (2) :

Bob McAdie Moved)
Lid Strand Seconded)
Carried

Amendment (3) :

Bob McAdie Moved)
Lid Strand Seconded)
Carried, with the grammatical correction, to add the word 'and',
after the word 'student' and before the word 'whether'.

Adjourned for lunch at 12:45 p.m.

Reconvened for the last session, at 2:00 p.m.

Constitutional Amendment #3:

Sheila Perret Moved)
Bob Anderman Seconded)
Defeated

That Section 9: DUTIES of the PROVINCIAL EXECUTIVE, be added to, in order to create a new item 'C', so that the Section will now read:

" C. The Provincial Executive shall have the power to hire a part-time office worker as deemed required."

Constitutional Amendment #4:

Bob McAdie Moved)
Sheila Perret Seconded)
Carried

BE IT RESOLVED THAT Section 10: DUTIES OF THE PROVINCIAL EXECUTIVE OFFICERS, be amended in the following way:

That 'E' be re-numbered '(E) 1.', and that the following be added as (E) 2.:

E. 2: The Executive of the Provincial Association shall be authorised to enter into loan agreements with the bank or credit union when necessary, in order to secure emergency funds for the Provincial Association or a Local Association. An emergency situation for the purposes of this Section shall include but not be limited to, a strike by, or a lock-out of, a Local Association. All loan agreements entered into by the Provincial Association shall require the signature of the Secretary-Treasurer and one of the Vice-President or President."

Constitutional Amendment #5:

Bob McAdie Moved)
Ginny Gibberd Seconded)
Carried

That Section 15: REVENUE AND FINANCES, 'A', be amended to read: "two dollars and seventy five cents (\$2.75) per full-time member per month", and, "other than ... per capita tax
continued - 16/...

Constitutional Amendment #5 - con't:

of 25% plus 25¢ of the dues collected ...'
so that the Section shall now read:

"The revenue of the Provincial Association shall be derived from a per capita tax of two dollars and seventy five cents (\$2.75) per full-time member per month, including those members unemployed as dealt with in Sections 4G, 4H, and 4I of this Provincial Constitution. Other than full-time members shall each pay a per capita tax of 25% plus 25¢ of the dues collected per month. The amount of per capita tax shall be changed only by a majority of ballots cast in a referendum of the Provincial Association membership."

This constitutional amendment will automatically go to referendum as a result of passing at the Convention.

Constitutional Amendment #6:

Bob McAdie Moved)
Sheila Perret Seconded)

That Section 15: REVENUE AND FINANCES, 'B',
be amended to read:
"Fifty cents (\$.50) of the per capita tax
shall be deposited in the strike fund."

THIS WAS THE ORIGINAL CONSTITUTIONAL AMENDMENT, BUT
WAS CHANGED (M/BOB MCADIE; 2ND/SHEILA PERRET) AND
NOW READS:

BE IT RESOLVED THAT, Section 15: REVENUE AND FINANCES, 'B', be
amended to read:
"Twenty per cent (20%) of the per capita tax shall be deposited
in the strike fund."

The motion Carried, as amended.

Lid Strand Moved)
Geoff Holman Seconded)
Carried

That this amendment shall not go in effect
unless the per capita tax increase (Consti-
tutional Amendment #5) is approved by
the Referendum ballot of the Provincial
Association."

Constitutional Amendment #7:

Joy Smith Moved)
Sheila Perret Seconded)

BE IT RESOLVED THAT THE FOLLOWING BE ADDED
AS SECTION 15: H, of the Provincial
Constitution:

"That no financial arrangement or commit-
ment concerning loans, grants or leases
be entered into by the Provincial Execu-
tive without appropriate written
documentation which, where pertinent,
shall include but not be limited to

information concerning the amount of the loan, length of loan, interest and
repayment schedule."

Constitutional Amendment #7 - continued:

Sheila Perret Moved)
Ann Hutchison Seconded)
Carried

That the words, 'if any' be added to the amendment, after the word 'interest', so that the motion shall now read:

- H. That no financial arrangement or commitment concerning loans, grants or leases be entered into by the Provincial Executive without appropriate written documentation which, where pertinent, shall include, but not be limited to, information concerning amount of loan, length of loan, interest if any, and repayment schedule."

The main motion Carried, as amended.

Constitutional Amendment #8:

Joy Smith Moved)
Brian Generoux Seconded)
Defeated

BE IT RESOLVED THAT, Section 15. C of the AUCE Provincial Constitution be renumbered Section 15 C (i), and the following added as Section 15. C (ii),

and named: SPECIAL STRIKE FUND ASSESSMENTS -

15. C. (ii) - -

Where a local is on strike, the non-striking members of the Provincial Association shall be assessed one (1) hour's pay per month, for the duration of the strike. The proceeds of such assessment are to be administered by the Provincial Executive for the benefit of the strike fund of the striking local. In the event that the strike is of less than one month's duration, the assessment shall be pro-rated.

* * * * *

Bob McAdie Moved)
Lid Strand Seconded)
Carried

That the Convention now shall deal with the referred motion on Student Employment policy, and that each item shall be voted on separately.

Bob McAdie Moved)
Lid Strand Seconded)

That the convention accept part 1 of the policy which states, after the 'WHEREAS..', that AUCE Provincial 1979 Convention endorse "...6 point policy...:"

1. For any job created within student employment programmes including Work Study or Youth Employment Programmes, students shall receive, at a minimum, the union base rate at campus of employment.

Part 1, Carried.

That the convention accept part 2 of the Student Employment Policy:

2. Wherever possible, jobs created within student employment programmes be designed to provide students with practical experience related to student career interests.

Carole Camaeron Moved)
Michele McCaughran Seconded)
Carried

That the words 'wherever possible' be deleted.

Student Employment Policy Resolution - con't:

BE IT RESOLVED THAT

The Convention shall accept part 3
of the Student Employment Policy:

3. That students be included in the decision-making process of each level of the programme(s), and that the structure be in the form of the following representation and should consist of at least:
- a) a student representative
 - b) a union representative from the so affected union(s)
 - c) an administrator of the university or college, in order to regulate the student employment programme(s) going on at the campus, and will make sure that these jobs are not union-type jobs. The Committee will also attempt to relate the jobs to the student's career.

Part 3, Carried.

BE IT RESOLVED THAT

The Convention accept part 4 of the Student
employment policy:

4. That the Work-Study Programme(s) not be developed as a substitute for the Student-Aid Programme.

Part 4, Carried.

BE IT RESOLVED THAT

The Convention accept part 5 of the Student
Employment Policy:

5. Whenever jobs created within such programmes fall within a union bargaining unit, then the employee shall come under the appropriate collective agreement in force on that campus.

Part 5, Carried.

BE IT RESOLVED THAT

The Convention accept part 6 of the Student
Employment Policy:

6. Jobs created for the programme shall in no way replace or hinder the development of a bargaining unit position.

Part 6, Carried.

Parts 1 through 6 of the Student Employment Policy Carried.

Lid Strand Moved)
Sheila Perret Seconded)
Carried

BE IT RESOLVED THAT
AUCE continue to work with the BC Students'
Federation and other campus unions in order
to implement this policy.

Cathy Mooney Moved)
Lid Strand Seconded)
Defeated

That item 5 of the Student Employment Policy
be reconsidered.

The Chair asked for a vote on whether or not to entertain all submitted Emergency Resolutions at this time.

The Convention voted in favour of hearing the Emergency Resolutions.

Lid Strand Moved)
Cathy Moore Seconded)

Whereas the federal and provincial governments have embarked on a deliberate attack on the rights of public sector workers;
Whereas the attack by the Liberal government on the Canadian Union of Postal Workers be flagrantly outlawing a legal strike and imposing a regressive settlement on postal workers is the first of many attacks that will confront the unionised workers of Canada;
Whereas the Liberal government has continued its attack on CUPW by charging J.C. Parrot and the regional directors of CUPW;

BE IT RESOLVED THAT: The Association of University and College Employees (AUCE) condemn the actions of the Liberal government and call upon the government of Canada to withdraw all charges against J. C. Parrot and the regional directors of CUPW and to withdraw Bill C-8 (the back-to-work order).

Cathy Moore Moved)
Sheila Perret Seconded)
Moved

That the words 'withdraw all charges' be replaced with 'overturn the conviction'.

Gary LeTourneau Moved)
Lid Strand Seconded)
Carried

That the word 'present' be inserted before the words "...call upon the" and "government of Canada...", so that the reading of the motion shall be, "call upon the present government of Canada..."

Lid Strand Moved)
Sheila Perret Seconded)
Carried

That the words "withdraw all charges against", be inserted between "...J.C. Parrot", and "(to)" "withdraw all charges against the regional directors of CUPW..." so that the wording reads "...and call upon the present government of Canada to overturn the conviction against J.C. Parrot and to withdraw all charges against the regional directors of CUPW and to withdraw Bill C-8..."

The main motion Carries, as amended.

Susan Knutson Moved)
Michael Ewen Seconded)
Carried

WHEREAS THE passage of Bill C-22 would effectively eliminate collective bargaining rights for public sector workers, and
WHEREAS the passage of this Bill would impose a permanent form of wage controls on public sector workers, and
WHEREAS, the principle of "average comparability of total compensation" is incompatible with achieving equal pay for work of equal value, and

Emergency Resolution #2, con't:

re Bill C-22 -

WHEREAS, the passage of this bill could constitute a major attack on the gains that have been won by organised working women,

BE IT RESOLVED THAT:

AUCE Provincial opposes the passage of Bill C-22, and

BE IT FURTHER RESOLVED THAT:

AUCE Provincial opposes the principle of "average comparability of total compensation" which is codified in Bill C-22, and

BE IT FURTHER RESOLVED THAT:

AUCE Provincial will endorse and participate in public activities which are held to oppose the passage and implementator of Bill C-22/

The Resolution Carried.

Emergency Resolution #3:

Lid Strand Moved)
Michael Ewen Seconded)

WHEREAS Canada has been plagued with chronic high unemployment, and
WHEREAS those most affected by high unemployment are women, young people and those living in Quebec and the Maritimes,
AND WHEREAS the Liberals have worsened the plight of the unemployed by:
1) passing Bill C-14 - which reduced unemployment benefits and excluded many part-time and seasonal workers,
2) cutting on manpower re-training programmes
and WHEREAS Bill C-14 was opposed by both the NDP and the Conservatives,

THEREFORE BE IT RESOLVED THAT

AUCE Provincial call upon the Federal Government to repeal the changes imbedded in Bill C-14, and

BE IT FURTHER RESOLVED THAT

AUCE Provincial call upon the Federal Government to significantly increase manpower (and other) retraining programmes.

Bill Burgess Moved)
Lid Strand Seconded)
Carried

That the words " call upon" be replaced with "demands" in both sentences.

The main motion Carried, as amended.

Emergency Resolution #4:

Lid Strand Moved)
Carole Cameron Seconded)
Carried

WHEREAS Canadians have the right to expect high quality accessible education;
AND WHEREAS the policies of the federal and provincial government in shifting more of the burden of education on students have had the

Emergency Resolution #4 - con't:

effect of discriminating against women students, working class students, and those students from areas isolated from post-secondary institutions;

BE IT RESOLVED THAT AUCE call upon the federal and provincial governments to:

- 1) Recognise and accept their continued responsibility to ensure planned, quality accessible post-secondary education throughout Canada;
- 2) Ensure the long-term planning of Canadian post-secondary education with full and democratic input into the planning process from those groups in society interested in, and most directly affected by, post-secondary education;
- 3) Make a commitment to the systematic removal of all financial barriers to higher education;
- 4) Ensure full funding to meet the financial needs of post-secondary education;
- 5) Commit themselves, as a first economic priority, in conjunction with other groups in Canada, to developing programmes wherein a job is provided to every person who wants to work;

BE IT FURTHER RESOLVED THAT AUCE Provincial work with other campus unions and the B.C. Students' Federation to develop consistent policies to ensure that Canadians may receive the high quality accessible education that they deserve;

BE IT FURTHER RESOLVED THAT AUCE re-affirm its policy on educational cutbacks set at Convention 1978 (May) that AUCE actively participates in the development of anti-cutbacks campaigns inconjunction with all segments of the campus communities.

The motion Carried.

Sheila Perret Moved)
Lid Strand Seconded
Carried

That a notice be sent to National Union of Studets (NUS), and the BC Students' Federation informing them of the two previous motions - on student employment policy and on schooling cut-backs."

Emergency Resolution #5:

re CNTU & Quebec's right to self-determination -

Bill Burgess Moved)
Carol Knight Seconded)
Carried

That this resolution, #5 regarding Quebec and the CNTU, be referred to a time when copies can be printed for the Convention Delegates.

Emergency Constitutional Amendments:

Lid Strand Moved)
Gary LeTourneau Seconded)
Carried

That the Convention entertain four (4) Emergency Constitutional Amendments at this time.

Emergency Constitutional Amendment #1:

Lid Strand Moved)
Sheila Perret Seconded)
Carried

That the following item become part 'B', of the Constitution and that the present part 'B' become the new part 'A':

B. Within four (4) months of the Annual Convention the Provincial Executive shall ensure that an updated Provincial Constitution and the Provincial Policies and Procedures manual shall be distributed to the membership.

Emergency Constitutional Amendment #2:

Lid Strand Moved)
Michael Ewen Seconded)
Defeated

That Section 14: CONVENTIONS, of the AUCE Provincial Constitution be amended to include at the end of part 'D', :

D. "... Resolutions and Constitutional Amendments submitted on behalf of a local will be accepted by the Resolutions and Constitution Committee only after ratification by an officially constituted membership meeting of the Local. ..."

Bob McAdie, Chairperson, ruled the motion in order

Emergency Constitutional Amendment #3:

Lid Strand Moved)
Sheila Perret Seconded)
Carried

That an amendment of the word "may" instead of "can" in the last sentence of the Section 14: D, CONVENTIONS, be allowed, so that the sentence shall now read:

D. "... Emergency Resolutions may be accepted from the floor of the Convention".

Emergency Constitutional Amendment #4:

Sheila Perret Moved)
Brian Generoux Seconded)
Defeated

That the following item becomes part 'D' in the Provincial constitution, and that the present part 'D' becomes part 'E', such that The Convention strike a cross-local

committee which shall be known as the AUCE Provincial Strike Support Committee.

a) Each AUCE Local shall elect annually one representative and one alternate to serve on the AUCE Provincial Strike Support Committee.

b) Two members of the Provincial Executive shall also serve on this committee.

c) The duties of the AUCE Strike Support Committee shall be to facilitate strike support when an AUCE Local is on strike or is honoring a legal picket line and,

i) shall include organising a consistent flow of information to and from non-striking locals and,

ii) shall organise group activities in support of the struck local.

- i) Expressing solidarity in the common struggles facing us, in particular, the fight back on attacks from all levels of government on public sector workers;
- ii) Informing them of the policy we have passed at the 1978 Convention on their national demands;
- iii) Urging them to choose the path of unity as the way forward in achieving their own particular demands as well as those common to us all.
- iv) Assuring them of our solidarity regardless of their decision.

Carol McQuarrie Moved)
Joy Smith Second)
Defeated

THAT Part iv be eliminated

Susan Knutson Moved)
Lid Strand Second)
Carried

To add to the end of Part iv:
to exercise their right to self-determination

Lid Strand Moved)
Susan Knutson Second)
Carried

THAT "on their national demands" be deleted
from Part ii.

The motion as amended carried.

Other Business

Budget -

Motion to accept the Budget, Moved by Lid Strand and Seconded by Sheila Perret, is now on the floor, having been excepted from the motion to adopt the Financial Report, as on page 4, of the Minutes.

Carole Cameron Moved)
Lid Strand Seconded)
Carried

That the Provincial purchase the Canadian Clearing House (CCH), publication, the subscription, entitled the Canadian Labour Law Reporter; and that the Provincial purchase Butterworth's Labour Law subscription, as well.

Carole Cameron Moved)
Cathy Moore Seconded)

That the 'Library' budget be increased from a projected \$500 to a projected \$1000.

Joy Smith Moved)
Sheila Perret Seconded)
Defeated

That the 'Library' budget increase be contingent on the dues' increase passing in the affirmative in the referendum ballot.

The Library budget item increase Carried.

Lid Strand Moved)
Gary LeTourneau Seconded)
Carried

That the Convention invite Peter Wassall, a member of CUPE #2278/ATA's @ UBC, be seated.

Budget - discussion con't:

Lid Strand Moved)
Melody Rudd Seconded)
Defeated

"That the 'Legal Fees' projection for the 1979-80 fiscal, be reduced from \$3225 to \$2500." (Professional fees) - which includes auditor's fees.

Richard Melanson Moved)
Lid Strand Seconded)
Carried

That the Convention, which is scheduled to end at 5:00 p.m., be extended another 20 minutes so that it will end at 5:20 p.m.

Motion to accept the Budget Carried.

Bill Burgess Moved)
Sheila Perret Seconded)
Carried

That the AUCE Provincial Executive be directed to write to the B.C. Federation of Labour asking them to publicly support the call for the charges against those arrested on the AUCE #2 picket line, to be dropped, and that AUCE Provincial Executive endorse and assist in defense campaign cheque.

A vote of thanks was given Bob Anderman for bringing mounted black and white photographic blow-ups for each local and one for the Provincial Office.

Sheila Perret Moved)
Melody Rudd Seconded)
Carried...

That \$500 be donated by this Convention to the Community Legal Assistance Society in recognition of and appreciation for the work on the UIC. Maternity benefits hassle carried out by the VCLAS staff lawyer Allan Maclean.

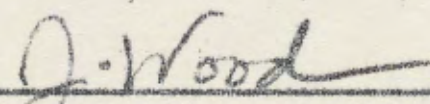
Gary LeTrouneau Moved)
Bill Burgess Seconded)
Carried.

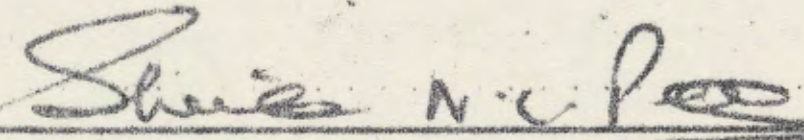
The Provincial Association send a telegram to the striking Pacific Press workers in support of their contract demands,

Lid Strand Moved)
Gary Letourneau)
Carried

That the Convention now be closed, until the Special Convention on Affiliation is held.

The 6th Annual Convention adjourned at 5:20 p.m.
The audio tapes are in the Provincial Office.


Joan Wood - President
/AUCE Provincial


Sheila N.L. Perret
Secretary-Treasurer
/AUCE Provincial

for April 12th & 13th Special
Convention 1980 (Date)

DELEGATES TO THE 1979 ANNUAL AUCE CONVENTION (Regular - 6th Annual)

Held at the University of British Columbia, Vancouver, B.C.

June 2nd, 3rd, 1979 - Law Building:-

PROVINCIAL EXECUTIVE

Nancy Wiggs, President
Bob McAdie, Vice-President
Sheila Perret, Secretary-Treasurer
Lid Strand, Union Organiser
Wilf Bellmond, Trustee
Vicki Nunweiler, Trustee and Local 5 @ CNC Rep
Richard Melanson, Local 1 @ UBC Rep
Bob Anderman, Local 2 @ SFU Rep
Anne Gilbert, Local 4 @ Capilano College Rep
Carol McQuarrie, Local 4 @ Capilano College Rep
Jenny Somero, Local 5 @ College of New Caledonia Rep
Mary Mabin, Local 6 @ SFU (TSSU) Rep
Susan Knutson, Local 6 @ SFU (TSSU) Rep
Carol Knight, Local 2 @ SFU Rep
Local 1 @ UBC

Carole Cameron
Michelle McCaughran
Lissett Nelson
Debra Frank
Shelley Tegart
Valerie Melanson
Cobie Wennes
Ian Spence
Cathy Mooney
Lil Legault (alternate attended)
Local 2 @ SFU

Pat Georgeson
Geoff Holman
Joan Meister
Kathy Moore
Tony Parsad
Melody Rudd
Paul Saunders
Ann Sullivan
Joan Wood
Norma Edelman

Local 4 @ Capilano College

Joy Smith
Andree Buchanan
Mick Maguire
Robert McKee (alternate attended)
Ginny Gibberd
Gary LeTourneau (alternate, attended)
Bill Little (alternate, attended)

Local 5 @ College of New Caledonia

Vicki Nunweiler
Brian Generoux
Peter Burton
Ivan Shukster

Local 6 @ SFU (TSSU)

Bill Burgess
Pat Maika
Peter Lane
Michael Ewen
Linda Hale
Pat Lauzon (alternate attended)
Jack Geggenberg (alternate attended)
Michele Preston (alternate attended)

GUESTS

Carol Dinsmore (AUCE Accountant)
Drena McCormack (In Struggle)
Peter Threlfall (#2 President)
Judy Cavanagh (SFU-18)
Chris Gibbins (BCSF)
John Doherty (BCSF)
Lynn Cannon (CUPE #2278-ATA's @ UBC)
Peter Wassall (CUPE #2278)
Hester Vair (AUCE #2)
Bruce Tiberiss (CUPE #2278)
B. Lawson (CUPE #2278)
John Ngsee (CUPE #2278)
Bruce Ralston (UBC Law student)

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AS OF 'PRESS TIME' THE ACCOUNTANT AND THE SECRETARY-TREASURER WERE PREPARING FINANCIAL STATEMENTS FOR THE SPECIAL CONVENTION. MARCH 31ST IS 'YEAR-END FOR AUCE PROVINCIAL AND THE FIRST WEEK OF APRIL, THE TIME NORMALLY SPENT COMMENCING THE PREPARATION FOR THE AUDIT, WAS UNFORTUNATELY THE TIME FOR PRODUCING THE MATERIALS AND DOCKETS FOR THE SPECIAL CONVENTION ON AFFILIATION. FINANCIAL STATEMENTS ARE NOT CONTAINED IN THIS DOCKET AND WILL BE SUPPLIED AT CONVENTION. THE STATEMENTS WILL BE AN ACCOUNTANTS' 'REVIEW' OF AUCE'S FINANCIAL STATUS; THE OFFICIAL AUDIT WILL BE PREPARED, AS USUAL, FOR THE REGULAR CONVENTION WHICH IS SCHEDULED FOR JUNE 14 & 15. DISCUSSION CONCERNING AUCE'S FINANCES WILL BE DIRECTED TO AFFILIATION RELATED MATTERS AT THIS SPECIAL CONVENTION. DETAILED FINANCIAL DISCUSSION WILL TAKE PLACE AT THE 7TH ANNUAL CONVENTION AT WHICH TIME DELEGATES WILL BE SUPPLIED WITH THE AUDITED FINANCIAL STATEMENTS.

(AS PER SECTION 10: DUTIES OF PROVINCIAL EXECUTIVE OFFICERS, PART 'C' OF THE AUCE PROVINCIAL CONSTITUTION.)

/SP
80-04-08

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AUCE AFFILIATION COMMITTEE REPORT TO
AUCE SPECIAL CONVENTION - APRIL/80.

The Affiliation Committee was struck in accordance with resolutions passed at the sixth annual convention in June 1979.

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.

That AUCE strike a 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.

That this committee report to the Provincial Ass'n and the membership of each local in no more than 3 (three) months time and at the same time document alternative ways of affiliating to the CLC.

The Cross-Local Provincial Affiliation Committee consisted of Provincial Executive and reps from each local.

The Local representatives were as follows:

Local 1: Lid Strand
 Lisette Nelson
Local 2: Melody Rudd
 Marion Northcott
 Sara Diamond
Local 4: Colleen Bostwick
Local 5: Wilf Belmont
Local 6: Bill Burgess

A Chairperson was elected from the committee whose responsibilities were to call meetings, assist the Provincial Secretary/Treasurer with correspondence and contact with the media.

The function of conducting meetings was done by a rotating chair. On June 25, 1979 AUCE sent a letter to the CLC requesting affiliation as AUCE intact. CLC President, Dennis McDermott, replied to AUCE's letter:

"Serious consideration has been given to your request and I regret to inform you that unless your organization is prepared to adjust to the Congress structure, our answer must be in the negative."

The letter continued with the invitation to meet with CLC's Regional Director of Organising in B.C., William Smalley.

Accordingly, on September 14th, AUCE Provincial & Affiliation reps from each local met with Brother Smalley. As AUCE was not likely to be admitted as requested, Smalley advised that AUCE should seek admission to the CLC through merger with a CLC affiliate with a similar jurisdiction, i.e. CUPE, OTEU, or BCGEU. He offered us assistance in meeting and negotiating with these unions, and, in fact, told us that he had already discussed the matter with Ray Mercer, Regional Director of B.C. area of CUPE, who expressed an interest in meeting with the AUCE Affiliation Committee/Provincial Executive in order to discuss ways of affiliation through CUPE. Mercer said he would also be pleased to pass on any information/materials that AUCE might need.

McDermott's response clarified the tasks of the Committee and on Tuesday, October 9th, the Committee outlined its responsibilities and the method by which it hoped to accomplish these.

RESPONSIBILITIES.

Responsibilities were:

- a) to proceed with meetings and discussions with the CLC representatives, and with representatives from CLC affiliates with whom the CLC suggested we merge in order to conform to their structure;
- b) to proceed with meetings and discussion with CCU representatives about conditions for affiliation with the CCU;
- c) to report findings from discussions to the membership and to attempt to generate a debate among AUCE members by publishing and distributing a regular affiliation committee bulletin every two weeks: the bulletin to be printed at the Provincial Office and distributed to local reps for distribution to the local members.
- d) to organise a Special AUCE Convention for early 1980, at which AUCE members shall discuss the matter of affiliation.

RESEARCHING THE OPTIONS

The Affiliation Committee divided itself into subcommittees by area of research as follows:

- a) CLC/B.C. Federation of Labour/District Labour Councils were researched with the intent of finding out how AUCE would gain or lose as a member of these organizations.
- b) The three CLC affiliates, OTEU, CUPE, & BCGEU, that it was suggested we merge with were carefully researched to see what sorts of changes, both positive and negative, would occur if AUCE merged with them.

- c) The CCU was researched because it is the only other national labour body in Canada and is therefore an alternative to the CLC should AUCE not wish to pursue further attempts to affiliate to the CLC.
- d) SORWUC was researched because it is a union whose membership, structure and objectives resemble ours more closely than any other. It was suggested that merger with SORWUC may give us some of the benefits of affiliation with a larger body without any alterations required.
- e) Rank and File movements in the various unions was another topic that was researched. It was felt that it would be productive to have the opinions of rank and file members of various unions as well as the official union response to our questions.
- f) UFAWU was expelled from the CLC for political reasons and was refused re-entry on the same grounds that AUCE was, that of overlapping jurisdictions. They managed to rejoin the CLC intact, without recourse to merger, by lobbying the B.C. Federation of Labour, CLC affiliates and CLC conventions. We met with them to discuss possibilities of AUCE following the same route.
- g) A meeting was held with Anne Frost of CIEA, to discuss common problems & interests. CIEA is a new organization formed to represent faculty in colleges and institutions in B.C., providing a pool of expertise & resources, especially for government lobbying and arbitration. At this stage there is no consideration of affiliation from either side. The meeting was informational.

Preliminary research on each group and the drafting of a set of questions to ask was completed before the subcommittee met with reps from the group that they were researching. Drafts of questions and research guidelines follow. The specific questions that were drawn up to ask the BCGEU were used as a basis for other subcommittees in their research.

Following the initial meeting between the subcommittee and the organization they were researching a report was made to the larger committee on their findings. Once the larger committee was acquainted with the report it met with reps from the organization in question. A report was then written and published in an abbreviated form in the bulletin.

In order to accomplish (c) of Responsibilities five (5) bulletins were published containing reports on research in progress & opinion letters.

In addition, the committee encouraged and assisted locals in calling special general membership meetings to discuss affiliation.

The committee also arranged a Cross-Local information meeting on affiliation which was held on Saturday, February 9, 1980 at Robson Centre. At this meeting comprehensive reports were given on each option for affiliation and motivation was offered. The proceedings were video-taped and made available to locals on request.

Even with regular weekly meetings from September 1979 to March 1980 and additional meetings throughout this time, the committee was unable to meet its 3 month presentation deadline. The committee feels it has fulfilled its terms of reference and took the time necessary to thoroughly research the topic of affiliation for the information of the membership. We have over 100 hours of audio tapes of all committee meetings on file in the Provincial Office.

Appendix A - CLC letter of response to AUCE August 20, 1979.
Appendix B - General Research Guidelines - Affiliation Committee
Appendix C - Research questions

AFFILIATION COMMITTEE TERMS OF REFERENCE FOR RESEARCH.

Constitutional Differences

* no. of reps per local to convention

* aims & objectives

Local autonomy

* can higher body place union officer in charge of local if problems arise

* will union structure allow merging local by local or one large local

* method for seceding

* contains reverter clause

Dues structure

* amount per capita tax to union exec.

* to Fed

* to CLC/CCU

Decision making levels

* power of table officers

* power at various levels, i.e. local/regional/provincial/national

* disciplinary action

* recall procedure

* what level for money decisions, i.e. who decides donations, money for special projects, dispersal of strike fund.

* responsibility at steward level

General

* current membership

* past struggles - outcome i.e. strikes, arbitration, internal problems

* current policies/programs of concern to AUCE members

Special Questions

* do locals vote on honouring picket lines, any problems honouring picket lines that are not Fed approved

* does membership vote on strike strategy

* does membership determine contract demands

* are exec/committee meetings closed to rank and file

BC Fed/ CLC/CCU

* picket policy

* past role assisting affiliates during disputes

* record on other issues - maternity, UIC, right to strike, casual workers

* role of provincial officers in assistings West Kootenay's school dispute

* CCU- what is Canadian Unionism - how does principle guide CCU & solidarity in union movement.

AFFILIATION COMMITTEE - A.U.C.E. PROVINCIAL

QUESTIONS FOR BCGEU (OR OTHER UNION) - FROM SARA

A. GENERAL

1. What would GEU's attitude be to AUCE trying to affiliate to the CLC?
Would GEU accomodate this?
2. If we joined GEU - what structure would we adopt?
3. Could we affiliate as a whole?
4. Why should AUCE affiliate to the CLC? What benefits are there for us?
5. Why should we join GEU as opposed to CUPE, OTEU?
6. If we join GEU, what attitude would other unions with jurisdiction take?
7. What is GEU's attitude to individual AUCE locals affiliating?
8. What guarantees of us keeping a structure we negotiated with GEU for affiliation would there be, if we do join?
9. What is your overview of AUCE and our current needs?
10. How are your conventions delegated? What authority does it have?

B. CURRENT SITUATION

1. What are GEU's central bargaining issues?
2. What does GEU do for women under it's jurisdiction?
 - affirmative action
 - = pay for work of = value
 - maternity leave
 - women's committee: who is it?
 - why is it needed?
 - how does it function?
3. What are some examples of particularly impressive local gains?
4. What are your strategies to deal with the present federal & provincial attacks on the public sector?
5. What issues & strategies are particularly important for education workers?
6. What is your attitude toward joint bargaining by employers? (accreditation?)
7. What is GEU's strike experience?
 - What are it's strategies for disputes in the public sector?
 - What backup does it offer for strikes?
 - Strike fund?
8. What is their view/role in CLC/B C FED?

C. LOCALS AND CONSTITUTION

1. Who negotiates for locals?
2. Who services locals? What is relationship of staff and local?
Who picks staff?
3. What is GEU's attitude to part-time workers? Temps? Student assistants?
Are they covered in contracts?
Do they have union rights?
4. How often do locals meet?
What is relationship between different levels of GEU structure and who has
the last word in the decision?
5. Are there separate agreements for technical and clerical workers within
one workplace?
What are the differentials between these groups wages?
6. What are their major grievances?
How often do they reach arbitration?
7. What is their attitude towards (i) regularization of employment
(ii) seniority
8. How do they apply good clauses from 1 local to another?
9. Do they have disciplinary measures?
What?
How do they work?

D. PROBLEMS

1. What is the relationship of Marine and Ferry workers?
2. Why is there a 'democratic' caucus in GEU?
3. Can local decisions be overruled?

END OF AFFILIATION COMMITTEE REPORT TO THE SPECIAL CONVENTION
ON AFFILIATION - April 12th & 13th ,1980

/HV, CmcQ, MM, 80-04-07

AUCE Provincial

AFFILIATION COMMITTEE MEMBERS

Joan Wood	Prov. Pres.	#2	291-4345
Hester Vair	Prov. Vice-Pres.	#2	291-4345
Sheila Perret	Prov. Sect'y-Treas.	#4	684-2457
Suzanne Marria	Prov. Union Orgnsr.	#6	291-4735
Joy Smith	Prov. Trustee Chair (to Jan. 1980)	#4	986-1911 x325
Richard Melanson	Prov. Exec. Local Rep. (to Dec. 1979)	#1	291-3426
Lid Strand	Prov. Exec. Local Rep.	#1	228-4637
Jet Blake	Prov. Exec. Local Rep. (Jan. 1980 on)	#1	228-2565
Bob Anderman	Prov. Exec. Local Rep. (to Nov. 1979)	#2	291-3103
Star Rosenthal	Prov. Exec. Local Rep. (Jan. 1980 on)	#2	291-4345
Carol Knight	Prov. Exec. Local Rep. (to Nov. 1979)	#2	291-4304
Carol McQuarrie	Prov. Exec. Local Rep.	#4	986-1911 x249
Ginny Gibberd	Prov. Exec. Local Rep.	#4	986-1911 x255
Anne Gilbert	Prov. Exec. Local Rep.	#4	986-1911 x248
Vicki Nunweiler	Prov. Exec. Local Rep.	#5	562-2131 x290
Jenny Somero	Prov. Exec. Local Rep. (to Nov. 1979)	#5	562-2131 x204
Mary Mabin	Prov. Exec. Local Rep.	#6	291-4735
Susan Knutson	Prov. Exec. Local Rep. (to March 1980)	#6	291-4735
Lisette Nelson	Affiliation Cttee. (Jan. 1980 on)	#1	228-4535
Helen Glavina	Affiliation Cttee. (Jan. 1980 on)	#1	228-2191
Melody Rudd	Affiliation Cttee. (to Jan. 1980)	#2	291-4179
Sara Diamond	Affiliation Cttee. (Dec. 1980 on)	#2	253-4810
Marion Northcott	Affiliation Cttee. (to Dec. 1979)	#2	291-3649
Colleen Bostwick	Affiliation Cttee. (to Dec. 1979)	#4	986-1911 x334
Ron Faktor	Affiliation Cttee. (Dec. 1979 on)	#5	562-2131
Bill Burgess	Affiliation Cttee.	#6	291-4735
Wendy Frost	Prov. Exec. Local Rep. (April 1980 on)	#6	291-4735

ASSOCIATION OF COLLEGE AND
INSTITUTE EDUCATORS OF BRITISH COLUMBIA

ACIEBC INSERT
TO BE ADDED
AT CONVENTION,

On March 24th, 1980, the AUCE Provincial Cross-Local Affiliation Committee met with Ann Frost, interim Secretary of the Association of College & Institute Educators of B.C.

We decided to meet with the ACIEBC representative in order to determine whether or not they could offer AUCE a viable option as an affiliate or merger possibility. The ACIEBC is an organisation, formerly known as the College Faculties' Federation, which represents faculty in post-secondary colleges and institutes. On the surface it appears that such an organisation may perhaps not suit the objectives of AUCE Provincial, but might be a consideration for AUCE Local 6/TSSU @ SFU. Because the the Faculty and Staff (joint) Association of Fraser Valley College was at one time a member of CFF, it is possible the members could decide to join the newly formed ACIEBC. The ACIEBC Constitution is now aimed at providing for educators; should the FVCFSA consider affiliation the Constitution would be amended to include 'staff' representation. If this should prove to be the case, Ann Frost felt this might lead the way for a similar consideration by & for AUCE.

At 'press time' a full report on the merits of such a consideration was not ready. Members of the Affiliation Committee will provide the Convention Delegates with copies of the ACIEBC Constitution, and will give further information about this organisation and the possibilities for an association by AUCE.

April 7th, 1980
/SP

REPORT ON THE STRENGTHS AND SUCCESSES WHICH MAKE AUCE WORTH FIGHTING FOR

This report will discuss those things which make AUCE an exciting union: namely our history, objectives democratic constitution and the contract and legal battles we have won.

AUCE's history goes back to the Vancouver Women's Caucus, formed in 1968 by a group of feminist socialists at Simon Fraser University. They formed a Working Women's Association which met to discuss common problems of working women, and to attempt collective resolution of their problems. This led them to investigate trade unions and their potential for solving women's problems. Examples of the problems they faced are the fight for equal status and equal pay to male workers; improving salaries and working conditions.

After several unsuccessful organising campaigns at University of British Columbia, they were prepared to begin a strong organising drive, based on their own union. They wrote their own constitution, guaranteeing equal pay and equal status for women; local control and a democratic union structure - allowing members to be informed and to participate in decision-making in the union. AUCE was established as an independent union to represent the interests of the support staff at universities and colleges. Each AUCE local is an autonomous unit, determining its own structures, negotiating its own contracts and having complete control of its own finances. At the same time province-wide support can be obtained if needed from the other locals (although each local has the right to refuse that support, none ever have when their support was needed).

The objectives towards which AUCE was formed include the following:

- to bring about fair wage standards and to assure uniform job classification with equal pay for comparable work for all employees, regardless of sex, sexual orientation, age marital status, physical disability, previous and current psychiatric or psychotherapeutic treatment, colour, race, religious or political beliefs, national origin, whether or not she/he has children and/or dependents.
- to bring about improvements in the working conditions of members and to dedicate its efforts toward maximizing the opportunities for personal growth in the work situation of all members.

- to maintain at all times the principles of local autonomy and democracy within this Provincial Association and its Local Associations.

Less formally expressed, but very important is the fact the AUCE was formed by mainly by women, with the direct intention of organising unorganised women and men in clerical positions, very few of whom had ever had the benefits of a union contract.

AUCE's contract is democratic. The protection it affords union members falls into several areas.

- LOCALS HAVE THE RIGHT TO SECEDE. In Section 6 of the Provincial Constitution locals can vote to secede from the union if they are dissatisfied. There is no penalty for doing so, and all local union funds and property remain with the local. There is no reverter clause. This is in contrast with traditional constitutions, which allow a higher union body to overpower any local which is "operating against union policy".

- **DECISION MAKING STRUCTURE** AUCE's structure is organised to keep decision making power in the hands of the membership. To this end, each local sets up its own by-laws and structure, to be approved by the Provincial Executive - which ensures the democracy of all locals. Although final authority rests with the Convention - to whom the Provincial Executive is responsible - all decisions on important questions - such as dues increases and affiliation - are referred to referendum of the whole membership.

- **UNION OFFICERS** are all elected from the locals, by the membership. Locals may employ one or more full time paid Executive member, who takes a leave of absence from her/his job to work for the union. The Provincial Executive also has one full-time paid Executive member, elected by the membership of the whole Association, who also takes leave of absence from their work. The salary of paid officers may not exceed that of the highest in the union. This ensures that union business is done by union members whose interests are not separated from those of the members they serve, and eliminates the need for paid professionals. No Provincial Officer may serve more than two consecutive terms.

- **RECALL** The membership has direct power to recall any union officer at any time during their term through a referendum ballot following a meeting where the situation is discussed and the officer given a chance to speak.

- **PARTICIPATION IN COMMITTEES** Various functions (eg negotiations, communications, grievances) are carried out by Committees, whose members are elected from the membership. Participation is encouraged and contact facilitated by a steward system where shops are kept to a small size. The committee structure is particularly important with reference to the contract. Negotiators are elected from the membership; proposals are discussed with the membership before being presented in negotiations; ratification of the contract does not take place before it has been discussed in a membership meeting.

- **DISCIPLINE** Discipline proceedings can be started by any member. Guidelines are set down in the bylaws. The decision is made by the membership after a hearing, and an appeal can be made to convention.

AUCE has made substantial gains, particularly for clerical workers, during its existence, both within local contracts, and in legal fights. The following are some contract and legal gains:

- **MATERNITY LEAVE** Locals 1 & 2 have the fullest in B.C. The employer refunds the difference between UI payments received while on leave and the employee's usual salary upon employee's return to work. This provision was contested by UIC, and fought by AUCE all the way to the Federal Court of Canada, where it was won - creating an important precedent for all women workers in Canada.

- **SICK LEAVE** Locals 2 and 4 leave no gap between casual leave and long-term disability leave. There is no period where a person is not covered. Local 2 has no limit on the maximum sick leave which may be taken. Local 4's provision covers not only full-time employees, but part-time temps as well.

- **FLEXIBLE HOURS, MODIFIED WORK WEEK AND JOB SPLIT** These three clauses allow for some choice in hours worked - this is not commonly available to working women, and is important to those of us who have time consuming personal commitments.

Flexible hours: employees work a set number of hours, but have a range of time within which to work - i.e. they may come in early and leave early, or come in late and leave late.

Modified work week: employees work a set numbers of hours per week, but can spread the hours to allow one day off every two weeks.

Job Split: is sharing one position. This allows 2 or more people to create part-time work for themselves by sharing the work of one position.

- TEMPS AUCE has attempted to protect a generally abused group of workers - i.e. part-time temporaries. Many unions do not allow temporary workers to be in the union. AUCE's goal is fully to include these workers and to bargain the best agreements for them as well as for permanent employees. Local 2 is presently negotiating with an Industrial Inquiry Commission to get better pay, benefits and working conditions for student temporary workers. Local 1's contract allows part-time temporaries to accumulate seniority from the moment they begin work, with all time worked being counted, and they are placed on the recall list for their classification as soon as they are laid off. Seniority accumulates for 1 month after lay-off. After 3 months seniority have been accumulated, temporaries receive the status of permanent employees.

Local 4 has a contract that does not include a category of temporary or casual workers. All employees are permanent staff with the benefits accompanying that status.

- SEXUAL HARASSMENT. Local 6 has initialled a sexual harassment clause in their first contract, which is still under negotiation. It will be the first such clause in the province.

- EQUAL PAY FOR WORK OF EQUAL VALUE. Local 2 made significant gains towards this principle in their first contract, and are still fighting for it.

- HUMAN RIGHTS Local 1's human rights clause prevents discrimination on the grounds of physical or emotional disability.

- HEALTH AND SAFETY Local 1 has a clause allowing employees to leave their place of work immediatly if a majority of those working there (including management) believe there is a health hazard.

- LOCAL SIX is the first union in B.C. to represent teaching support staff.

- LRB VICTORY. Local 6 won a precedent-setting ruling from the Labour Relations Board - and won the appeal against the decision - when the Board ordered the university to pay a retroactive pay increase to the bargaining unit. The increase had been withheld during a freeze imposed on working conditions after the local had applied for certification, despite the fact that an annual increase was common practice, and expected by the bargaining unit. The Board's ruling was that a regular, annual increase across the board is part of the terms and conditions of employment.

If we, the members of AUCE, refuse to merge with another union, we have severable possible options. We can continue to operate as an independent union; we can continue to lobby the CLC to admit us as an independent union; we can affiliate to the CCU. With all those options we can still pursue our own objectives and goals, using our own methods - unrestricted by a union executive with objectives different from ours. AUCE has proved a valuable member of the labour movement during the past years, and can continue to do so, with the work of its members.

B.C. GOVERNMENT EMPLOYEES' UNION

FINAL REPORT

1. GRIEVANCE AND ARBITRATION

Step I: handled by the steward and the grievor

Step II: handled by the Steward with GEU staff assistance if necessary;
the grievor may be present if s/he wishes

Step III: handled by the GEU staff - the grievor and the steward may
be present if they wish

Grievance Committee: at the Component level: the direction of the
grievance is handled here, i.e., to go or not
to go to arbitration

Grievance Appeal Committee: headed by Vice President of the GEU: if
the grievor is not satisfied with the
decision of the Component Grievance
Committee s/he can appeal; the G.A.C.
can overrule the Component

If grievance goes to Arbitration, funds are made available through
the component; most grievances are handled at the arbitration level
by GEU staff, but, if necessary, a lawyer is hired and paid for by HQ.

2. NEGOTIATIONS

Negotiating Team are elected by members of local bargaining unit to
negotiate contract with employer;

Under BCGEU by-laws there are two co-chairpersons on the Negotiating
Team: one from the bargaining unit, one from the BCGEU Headquarters.
GEU staff person is responsible for researching and preparing materials
for negotiations. This method makes available to the local the re-
sources and expertise of the BCGEU, and ensures co-ordination through-
out the province in negotiations with college/universities.

The contract, when settled, is signed by the Negotiating Team and by
John Fryer, General Secretary of the BCGEU.

If the contract goes to arbitration, funds come out of the GEU Defence
Fund. The GEU do not accept binding arbitration.

3. DUES

Dues are decided at Convention. They are 1% of basic pay (not including
overtime, shift differential, etc.).

The component gets back \$2.00 per capita per month; a minimum of \$3,000
and a maximum of \$10,000 per month. The costs of the local are paid
by the Component through an accounting system. The BCGEU pays per
capita to the C.L.C. and the B.C. Federation of Labour.

3. Dues/cont'd

Education, including wages while on leave, is paid by HQ. (also night school)
Convention expenses are paid by HQ (ie., food, lodging, fees, etc.)
Union newspaper is paid for by HQ.
Strike pay paid by HQ. (see below)

The local is responsible for costs incurred in correspondence, office supplies, stamps, etc.

4. STRUCTURE

Area Council: the province is divided into 5 areas; each area council is involved in community and social affairs (not political - see constitution); provincial HQ pays money to the area council on the basis of 10¢ per member per month, divided by 5 (areas). This way each area gets an equal amount of money regardless of number of members or location. It equals approximately \$4,000 per month.

Each Area Council has one person from each local; they elect their own executive; each Area Council Vice President sits on the Provincial Executive.

Component: members are brought together on the basis of jobs, ie., college and university employees could possibly (if there numbers warrant) form their own component. Each local sends at least one person to sit on component executive; additional representatives are sent on a per capita basis. Negotiations are co-ordinated at the component level; educational and leadership courses are co-ordinated at the component level, etc.

Local: each local elects its own executive, committees, etc. and carries on the business of the local on a day to day basis. Stewards, health and safety committees, joint college/union committees, etc. Local 4 would not change its present activities, except that there would be more input and participation in the union as a whole.

5. Stewards Training and Other Education

All educational leave is paid for by HQ.

Stewards training: 3 day 'schools' - members are booked off job.

After six months, stewards are eligible for advanced stewards training course: 2 days (members are booked off job)

All stewards automatically eligible for basic training.

Local officers are eligible for a 2-day course (paid for by HQ)

All Stewards are encouraged to take a 4-day Health and Safety course (paid for by HQ)

Leadership training: 5 days at Harrison Hot Springs (paid for by HQ)

Component chooses yearly who will attend leadership courses (15-20 people)

Night school courses are paid for by component.

Special Education: 4 day course on collective bargaining for negotiating committee members.

Labour College: BCGEU sends two people per year: one staff person and one active rank and filer.

6. Discipline Code: the Provincial Executive have the authority and jurisdiction to enforce a disciplinary procedure. There are no rules which dictate that a person is "breaking the law" if they do such and such.

The way it works: a member brings charges against another member (OR the local/component bring charges against member or vice versa). The charge is made at the local or component level; it is then taken to the Provincial Executive, who set up a committee to investigate; committee reports and recommends to the P.E. who make a decision on the charge.

If member is not satisfied with decision of Prov. Exec. s/he may go to B.C. Federation of Labour. If still not satisfied, s/he may go to the CLC 'ombudsman'.

7. Strike Fund

Strike pay is 70% of salary to a maximum of \$200 per week - this is given to everyone who doesn't cross the picket line;

Local is eligible for strike funds if it has followed the established procedures of the BCGEU constitution;

Local must get the 'okay' from the Provincial Executive to strike; conduct of strike is reviewed once a week.

No local has ever been denied strike funds - and no local has been denied the go ahead for a strike.

8. Secession

The BCGEU has no constitutional provision for locals wanting to secede - most unions don't have such provisions;

No local is bound to the BCGEU: participation and membership is, under the laws of British Columbia and Canada, voluntary.

If a local wants to secede, the simplest way is to withhold dues. The B.C. Labour Code has provisions for decertification.

9. HOW WE WOULD JOIN

Local 4 would negotiate the terms of merger with the BCGEU. The GEU would probably set up a committee to represent it and make recommendations.

ALL ASSETS CURRENTLY EXISTING IN THE LOCAL AT THE TIME OF MERGER WOULD REMAIN WITHIN THE LOCAL.

Colleen Bostwick
March 1980.

TRANSCRIPT OF TAPE OF MEETING BETWEEN AUCE PROVINCIAL
AFFILIATION COMMITTEE AND JACK ADAMS, DIRECTOR, B.C.
GOVERNMENT EMPLOYEES' UNION TUESDAY, 4 DECEMBER 1979.

AFFILIATION COMMITTEE MEMBERS PRESENT:

Connie Bostwick, Local #4	Julie Moreton, Local #4
Bill Burgess, Local #6	Suzanne Marria, Provincial Organizer
Sara Diamond, Local #2	Marion Northcott, Local #2
Ginny Gibberd, Local #4	Lid Strand, Local #1
Anne Gilbert Local #4	Joan Wood, Local #2 and AUCE Prov. President
Mary Mabin, Local #6	Sheila Perret, Prov. Sec.-Treas. and #4

ADAMS: Let me start from the top, it might be easier to explain. We are, of course, an affiliate of the C.L.C. but through a national union called the National Union of Provincial Government Employees (N.U.P.G.E) which has about 22,000 members at the present time and is the third largest union in Canada. We have structured ourselves in B.C. as a provincial organization and we represent people who work directly for the provincial government in Crown corporations, educational facilities, group homes, hospitals and just about everything - we even have some clerical and technical people in a pulp mill. We have about 46,000 members in the Province of British Columbia within our union. We are structured on what we call component lines and they are primarily a political structure and a means by which representation at the highest level and our own provincial executive, NUPGE, C.L.C. Conventions, etc., can ascertain. Through the public service it is also part of the bargaining structure, I'm talking about provincial public service and these components for the public service are drawn on broad occupational lines, very broad lines. However, we have two components which are not public service and they are, I guess one of them is a bit of a catch-all, I suppose there might be 5,000 members in that particular component right now, hospital workers, community colleges and of course another one which is primarily a crown corporation, I.C.B.C. We also have other crown corporations such as the Justice Institute, the Transit Authority. So that's our best structure. However, on the very local level we also have locals that I'm sure most of you will see. We will start with the locals in what we call components in the provincial union of government employees affiliated with the C.L.C. and B.C. Federation of Labour and other labour councils.

AUCE: Does the affiliation to the C.L.C. take place through N.U.P.G.E.?

ADAMS: We have been an affiliate of the CLC since 1944, that's right, almost 36 years. However, when we formed the NUPGE we changed our direct affiliation to NUPGE.

AUCE: I wonder if you could outline for us if we were to affiliate with the G.E.U. what kind of structure, in fact, we would adopt in order to do that?

ADAMS: Well, there are a number of ways it could be done, but a lot would depend on what you need. If the majority of AUCE members from the locals in the universities and colleges affiliated, I think we would very likely give serious consideration to forming a new component composed of people in education and so as you already represent quite a number and we would probably give very serious consideration to forming a new component consisting of people primarily in that field. If it was only one local, say, or a couple of small locals, then we would fit them into component, depending on size, 14 on a local structure. We currently have a local which represents the support staff of Douglas College, P.V.I., B.C.I.T. There are also a couple of other groups in there too. When I say local, it's a fairly large local.

AUCE: First of all you said that we give serious consideration - what would that depend on? If a majority of our union decided to join B.C.G.E.U. would there be some kind of

ADAMS: If you decided to approach it in a serious way with those kind of numbers, what we would expect to do is sit down with a group from your union and some of our officers and staff and we would come to an agreement on how the affiliation would come about. When I say give serious consideration, I would probably make that recommendation that the structure - this is my area of responsibility and I would make a recommendation to our constitutional committee that we do that - to form a component. We don't want components of very small groups, you have to understand there has to be a bit of a numbers game, all sorts of representation.

AUCE: In relation to that, how do you see bargaining then? Would we bargain with the component?

ADAMS: No. At the present time of course, there's no other way of bargaining other than with each employer separately. That's very likely to change over the next few years. If that changes, of course a very different type of bargaining. We already bargain

for some groups on a province-wide basis so that's no problem, but the present time, bargaining will continue as it is now because there is no choice. The way it happens in our locals, each work group elects their own negotiating team even though there may be more than one certification in a local, there may be ten, but there will be ten negotiators.

ADAMS: P.V.I., B.C.I.T. and Douglas College are all one local: however, each one of those locals are institutions whose members elect their own N.C. We then assign a staff member to those negotiations who is by our by-laws a co-chairperson of the negotiating team but the committee is elected from the work site.

AUCE: I think one of the concerns that some people might feel is that if we were to affiliate in that way with the B.C.G.E.U. we already have in our contract what we consider some good items in there. What would be the process, we say affiliate to the B.C.G.E.U., would we still then maintain our own negotiating team to basically negotiate in the same way as we have been negotiating up till now?

ADAMS: Yes. When I say that we have what we call a contract review committee. The purpose of the contract review committee is to ensure that no one contract proposal from one group is going to seriously damage the bargaining of others. Again, we represent employees in a number of community colleges. We would not allow Okanagan College for example to put proposals on the table that would seriously damage PVI, Douglas College, etc. Other than that, they do their own determination in what they want in a contract.

AUCE: Can you give me an example of that, of a proposal that would damage the bargaining stance of other locals?

ADAMS: very serious problems with the Student Employment Programs and have taken a very hard line with some of the community colleges on it particularly since they don't want to give students when they hire them the provisions of the of the c.a. and we'll negotiate for salaries for them. We have had in the past a couple of groups who have said we don't care about that and we don't care we're going to let the employer do what they want and we say you're not going to do that because that seriously hinders bargaining in another area.

That's the kind of example we're talking about. Or if we had - well, we do have - maternity leave clauses in our collective agreements and they are better than the Act. For example, we would not allow a bargaining unit to give up those kind of provisions simply because the employer gives them another nickel an hour. That's what I'm talking about.

AUCE: When you were talking about each work group electing their own negotiating team and you described it in terms of bargaining units at an institution

ADAMS: Well, certification, I think that's probably the best way to describe it. Where a group is certified by the LRB as appropriate for collective bargaining.

AUCE: OK, is there anything in the BCGEU structure that would make a difference from the original certification. Some people were concerned that because, for example, at Local 2, people who are clerical or library staff, that there would be some possibility of them, of their being separate negotiating committees or something like that. Could those people in that current certification be moved around into other areas.

ADAMS: What people are doing is they're taking a couple of unrelated things and putting them together. When you bargain in the public service, you're talking about 30-odd thousand people and when you talk about clerks, for example, you know we have about 8,500 clerical people alone in one component, that doesn't mean we bargain on a component basis for them, we also bargain for the master agreement for them. But you can't do that in smaller units, you can enlarge on it, it makes a lot of sense because the needs, say, of a group of clerical workers of a group of that size may be quite different than a group of technical workers, or they may not. We have a master agreement that tries to meet the needs and the component agreement for the specifics of the occupation. That's the situation that exists in the public service. I would suggest that if we ever have sector bargaining in B.C. which I think is likely to happen, at least on the education side, you may see that sort of thing eventually happening, to a degree, but it won't be that refined because the numbers don't exist.

AUCE: You said that if a large number, a majority of AUCE seriously consider joining a component, what if the minority of our union decided they want to join your union, for example, one local wanted to join, how would you see them fitting into the BCGEU structure?

ADAMS: Well, we'd fit them into the present structure, Component 14, as we call it, already houses the people in the other community colleges.

AUCE: I was going to ask if you could give a little more detail about the component structure - what they're called

ADAMS: We started the components - we structured them on component lines - because the law - the Public Service Labour Relations Act, which I'm sure you're not familiar with, is quite different in some ways from the Labour Code of B.C. and it provides for what is called two-tiered bargaining which is a very innovative way to bargain. You bargain first the master agreement and then occupational agreements on broad lines. The components are structured that way and they're structured in the master agreement that way. They are also structured in our constitution that way because we believe, rightly or wrongly, that your bargaining structure also has to be your political structure. In other words, you don't have two separate groups making decisions. The same people that are

responsible for the bargaining are the same people that are responsible for the political decisions. So even though we have a considerable amount of members not in the public service, and we appoint special components for them, we have locals on the same geographic basis and we have representation to our convention, to the NUPGE convention, to the CLC convention, to the labour councils, to our provincial executive in the same manner that the public service does. Now obviously those components vary in size, from a high of the clerical component, to a low of 600 in our marine-highway-ferries. As far as you would be concerned, it is a political structure, it's a method by which you would have representation at the labour council, the local to the component, the component to the provincial executive and so on. The same way that you must have representation from the locals to your convention - going up another step.

AUCE: When we first began to explore the question of affiliation, the mandate that we were given at convention by our membership was to approach the CLC about (undecipherable) AUCE. We were told by the CLC that we couldn't do that unless the unions that also share jurisdiction with AUCE would make some kind of accommodation on that and I want to ask what the BCGEU attitude would be towards AUCE trying to enter the B.C. Federation of Labour as AUCE as a whole because it raises a conflict in jurisdiction.

ADAMS: Well, first of all, I'm not quite sure who told you that because it's not correct. There would be very little chance that the BCGEU or CUPE or the OTEU even if we three agreed I doubt that you would be allowed in because that decision is made by the executive council. We would probably be opposed to it simply because we're opposed to the proliferation of small unions. We find that more and more small unions getting into trouble and that gives the labour movement trouble. Now you may not want to hear that but, yes, we would probably be opposed to it. We do not believe, particularly in the public sector, smaller unions can survive. The world is just getting too damned difficult.

AUCE: Just to follow up on that: can you talk a little bit about what BCGEU's opinion is at this point in time in terms of the kind of attacks on public sector workers going on in the province and what kind of steps need to be taken.

ADAMS: Well, first of all, of course, we've been taking a reasonably hard line with the employer. We have, I'm sure you (undecipherable) all of which we've won. We have found over a period of time that if you want to take recourse, if you talk softly and very (undecipherable) sometimes works and we find that's very effective. We don't have some of the problems that some other smaller unions are having in the public sector. With our strength we can be short and swift and we've been winning them (undecipherable) PVI, simply because we're large enough, we have a large enough membership that we can take on those type of employers. You may have seen something about our \$6 million strike fund. This has a telling effect on a (undecipherable) smaller employer, something like a college or small crown corporation. (Undecipherable) But certainly it has a very telling effect on a smaller employer. We are a large organization with a lot of resources, we can more than match them, it's as simple as that.

AUCE: What do you think would be the main benefits that members of AUCE would enjoy by joining your union. In particular, why do you think your union would be better for our membership than either the (CUPE or OTEU)?

ADAMS: Well, certainly, I wouldn't try to answer the second question. That's something for you. I think both questions are something for AUCE members to decide on. CUPE is a great union ...

AUCE: Oh, I agree, it's just I mean, why should we join?

ADAMS: Well, I think my union is a better union than those other unions, it's that simple, but you have to decide. I don't really know what you are looking for or what you want or what your needs are so it's very difficult for me to say what would be most advantageous to you.

AUCE: Could you explain the biggest question (undecipherable) you thought that the size and resources of BCGEU would give us a lot of advantages. Are there other aspects of BEGEU which are going to be useful?

ADAMS: Yes, of course. We have comprehensive research facilities, we have our own public relations person, we have good communications because as you know we have people involved only in communications, and so on. We also have a regional staff structure with a dozen offices throughout the province. We have more than any other union in this so we probably provide a far better level of service at the local level than any other union in the province. We probably spend more bucks per capita on education than any other union in the province, probably more than any two or three unions put together.

AUCE: What kind of education programs (undecipherable)

ADAMS: We start with the basic stewards' course and go up to courses in collective bargaining. When I'm talking about education I'm talking about union education. I suppose the ultimate is always the Labour College of Canada. We send at least one or more students every year to that.

AUCE: How many?

ADAMS: Well, we send at least one and sometimes as many as three or four. While it's not a significant number it's significant for those who get to go. The important things are the basic course like the basic stewards, the branch stewards, and we have about three thousand stewards, everyone of them is equipped with a steward's course. Then we have as you can imagine, about 130 locals at the present time. Most of those local officers, at least the chairpersons and secretary treasurers get an opportunity to go through the leadership school at Harrison. We literally get thousands of people every year (to) go through courses.

AUCE: Do you have any provisions for BCGEU members to

ADAMS: Yes, but because of our size in conjunction with the assistance of the CLC we run parallel programs. The winter school, for example, the federation gets involved in that and the CLC but like the IWA and some of the other larger unions we run our own courses because it's much more practical if we're going to send 250 or 300 people then you might as well cater the course to fit that particular group - which is not unusual, other unions do the same thing. But we run most of it on our own. Because we have far better facilities for education than the Federation does.

AUCE: Could you explain the relationship between the GEU staff and (undecipherable) particular area that they are in charge of?

ADAMS: We have staff assigned to different (undecipherable) of course. My department, I'm responsible for the offices throughout the province and the service and staff. We service the locals, assist with administration (undecipherable) All the staff of the BCGEU are members (undecipherable) our constitution. We're not

allowed to attend our own convention as delegates but we are under our constitution allowed to run for, and hopefully, win an election (undecipherable). We work very closely, there isn't a great rift between the staff and the offices in the GEU. I like to think we have a partnership and I think we're all out to do the same thing and because we're all members, it works very well. Staff are assigned various roles to work at the headquarters level, there are some of those assigned, for example, to assist in administration at the component level, at the senior level. Each level has staff assigned to it. I don't know if I've answered the question.

AUCE: Are staff very much in contact with the local executives (undecipherable)?

ADAMS: I would say that almost invariably a staff member attends every local meeting or a local executive meeting (undecipherable).

AUCE: The BCGEU is the provincial organization (undecipherable). Do you have officers in other areas (undecipherable)?

ADAMS: (Undecipherable) not possible, we would have to have two or three thousand officers. We find it very very expensive to staff and when I say staff, at least one staff representative assigned to each (undecipherable) full time and of course we have the support staff.

AUCE: How are the representatives elected?

ADAMS: You mean the staff people?

AUCE: Yes, the staff people (undecipherable). Is there a hiring committee?

ADAMS: No. There's an interview usually by a senior staff person such as myself. We make recommendations to the general secretary. Our officers will sometimes change the conclusion. We try to build a team because you have to have people who know what they're talking about doing the interviewing, the selection process. No, our elected people do not get involved in the hiring of staff.

AUCE: One final question. If a staff person has been assigned to a component and between him and the component there's a conflict. How would that be resolved?

ADAMS: The general secretary in our constitution is responsible for staff so the executive member who was responsible for that component would I hope talk to John Fryer. Of course things like that happen.

AUCE: Could you outline some of the specific problems that relate to women (undecipherable) generally give us a bit of background information.

ADAMS: Well, we have a very active women's committee. A question like that, you'd be far better off to talk to someone, a woman from the women's committee. I'm sure they could give you a lot more information than I could. They meet on a regular basis, make submissions to convention and make submissions to the bargaining committee for improvements in bargaining, attend the women's committees of the CLC and of our national union, and generally get involved in those affairs.

AUCE: Is that one committee for the whole union or one (undecipherable)?

ADAMS: No, they're structured from the component again, and there are representatives from every component on the women's committee.

AUCE: So basically they make recommendations that go towards the master agreement ... ?

ADAMS: To the master agreement, primarily. They make reports to convention, they would get involved, we would hope, they are involved in the Federation of Labour women's committee, the CLC women's committee and so on.

AUCE: A question back to the structure. This is hypothetical. If you, for example, formed a new component (undecipherable), who would make decisions and how would subsequent decisions, for example, changes in the component structure, or changes in the locals. How are those decisions made about the structure of the union?

ADAMS: Well, of course, the structure of the union is pretty well enshrined in the constitution. But when you're talking about specifics under the constitution, the executive can create new components, we have to, otherwise we couldn't grow and evolve (undecipherable). But we have what we call a committee on constitutional structure which is a standing committee and it deals with all these matters, and they in turn, they investigate and make recommendations to the provincial executive. In a case like this, for example, they might make a recommendation to the provincial executive to get a new component (undecipherable). But the executive do make the decision.

AUCE: (Undecipherable) To follow up on Suzanne's question, is there any affirmative action program in the BCGEU and is there any program to try ensure that women are paid equal pay for work of equal value? Are those principles (undecipherable)

ADAMS: Of course, that's a matter for collective bargaining. I wouldn't want to mislead you, I wouldn't want you to think that by any means (we're) a primarily feminist organization, we're not. We believe that the women in our organization believe, if we believe what they say, they believe the best method of reaching equality in wages is through the collective bargaining process. All the rhetoric in the world isn't going to put a damn nickel on the pay cheque. But to be frank with you, that's where we put the emphasis on things like that (undecipherable) in collective bargaining. And our contracts I think show that, we're pretty good in that area.

AUCE: How many differentials are there between clerical workers & technicians ...?

ADAMS: A large differential.

AUCE: (Undecipherable) convention talking about things of interest to women. One of the things was establishing a joint employer-GEU committee to investigate day care centres. But it didn't describe much more than that. Would that be, how many, would they be on-site day care centres.

ADAMS: No. No success at all and for the same reason that everybody also has had little success with day care centres, it's the cost factor. To get the employer to set up day care centres particularly with a government such as this trying to get out of the day care centres. No, we've had no success. I might add though that we didn't find that when we started doing surveys and things like that that there was that deep a need for it.

AUCE: Is the BCGEU involved in any research or investigation in occupational health and safety for particularly women workers or office workers, people who work in offices and so on.

ADAMS: Well, yes and no. We have a very extensive and comprehensive occupational health and safety program and it's had a priority in the last two agreements. It's not primarily directed at women workers or clerical workers. However, because we have a great number of both, that's a significant part of it, so yes & no, the

program is not designed solely for clerical women but is a comprehensive occupational health and safety program and it certainly is intended for clerical workers.

AUCE: Is the program in the workplace?

ADAMS: The biggest single obstacle to overcome in the area of occupational health and safety is in our view the education, to ascertain what the problems are and educating people to even look for them so what we negotiated in our last agreement, there was provision for a training program for occupational health and safety and what we negotiated is that first of all there's going to be some instructors trained by the WCB, six from the union and six from the management and these twelve people will be a team to instruct members of our occupational health and safety committees. This course will be about four days and it will be paid for by the employer so, now it may not seem like much but we're talking probably about 2 to 3,000 of our members will go through that course in the next year and a half. So, it's very expensive.

AUCE: (undecipherable) provide information to your members. Most of us work in offices (undecipherable) issues. We don't have very much information about hazards in the (work place?).

ADAMS: We have a staff person who's assigned, who is I think well qualified and he has as his primary duty health and safety. He teaches, he actually goes and does on-site inspections, and so on and so on. Now his primary role, of course, it to educate occupational health and safety committees so that they can do this for themselves. It's an area we (undecipherable) in the last couple of years.

AUCE: I wonder if you could talk a little bit about what BCGEU sees as the central common problems facing education workers - workers in the education sector. One thing that comes (undecipherable) considering is the issue of the employer forming joint bargaining and I wonder what kind of attitude BCGEU has towards that. And the second question, which is related, is the whole issue of part-time student workers. Most of the (undecipherable) that we have jurisdiction over face that as a problem ...

ADAMS: Well, first of all, of course, we have nothing good to say about the Ministry of Education or the Minister of Education, it really doesn't matter who it is and the ministry is a terrible ministry, we have been at war with them and probably will continue to do so for years. We believe that there is now a major attack on workers in the education field and we believe that eventually, if it hasn't already happened that there's going to be a public backlash to the cost of education, it's a very expensive proposition. We believe that a lot of money is wasted in the field of education, by the bureaucrats in Victoria, it's got nothing to do with the workers on the job, it's simply the bureaucracy that's been built up in that department in some of the community colleges and universities, it's unbelievable. We've watched over the last six or seven years the number of people who've been added on in the bureaucracy, it's fantastic. We we believe there's hard times in store. The government particularly, when they are going to look for places to cut costs in the field in education just like they did in the health. Because there's three areas where the government spends tremendous amounts of money: education, health and social welfare and those are the three that any conservative government is going to start attacking, right across Canada, it's not just unique to B.C. You're in for hard times and they are going to get tougher. I think that Bill 82 proved that out, in the stance of the

Ministry of Education and proved, I think, what's happening. Your community college councils no longer bargain. We know they say they do but in truth, they don't. The Public Service Employer's Council calls the shot and if anybody doesn't believe that, they're being very, very naive. The guy who heads that is a guy names Mike Davis, Chairman of the Government Employee Relations Bureau, he calls the shot because Treasury Board is calling the shot. All the bucks are coming from the same place. So you can believe what you will, but we believe that to be the facts.

AUCE: I suppose you've answered this saying the Treasury Board is calling the shots. Did you notice in the cabinet shuffle they put universities in one ministry and colleges in another. As I understand it they put universities under research which McGeer's got and they left colleges in Education under the other fellow ... All of the news coverage indicated that universities alone were going to be under McGeer and everything else ...

ADAMS: You mean, they were going to keep the Universities Council ...

AUCE: Yes.

ADAMS: It doesn't matter, the same thing is going to happen. I really don't think it matters what the Ministry

AUCE: How often do the locals meet?

ADAMS: That's up to the locals. The by-laws require them to meet at least quarterly, it would depend on their own areas, many of them meet every month.

AUCE: The members of the women's committee, how are they chosen?

ADAMS: Through the components.

AUCE: What does that mean? Do they elect them?

ADAMS: Yes, the women from the components. If it's a component that has few women and some of them do (undecipherable) almost invariably at the component level.

AUCE: What about stewards?

ADAMS: Remember now, think about an economy of scale. I did say that we had 130 to 140 locals. If we have every local electing a member to the women's committee, we'd have an awfully large committee, we'd have to start meeting in a quorum. So when you think about these things, please remember that there is an economy of scale.

ADAMS: Does every local have a women's committee?

ADAMS: No they don't have women's committees and there hasn't been a need for it. There's been lots of input, there's been no trouble getting input into the women's committee. / We have a local in Victoria that has about 4,000 members, primarily women, and they've never felt the need for a women's committee. They've always had representation on the women's committee.

AUCE: (Question undecipherable)

/ It's certainly no problem forming a women's committee.

ADAMS: No, they meet as executives, it's a delegated structure of course. People are elected at the local levels in a referendum vote. In other words, every member casts a ballot, a secret ballot, we do it through the steward system. The chairperson of each local is automatically on the component executive and there can be a provision for more representation on the component executive, it's up to the component that those people are elected. Then the component executive sits down from amongst themselves they elect a chairperson, a vice-chairperson, and so on. After the local elections, which are a referendum vote, elections after that are delegated. Not unlike every large organization. (A couple of sentences undecipherable).

AUCE: What about shop stewards. How do people become shop stewards?

ADAMS: They are elected at the work place, by the people at work.

AUCE: How about the delegates to convention?

ADAMS: Elected at the local level.

AUCE: I just want to go back to this question of the structure of bargaining. You say it's going to get more difficult.

ADAMS: It is difficult. More difficult than it is now. More and more difficult.

AUCE: What's BCGEU's attitude towards formal accreditation. Do you see this as a weapon for the employer and are you opposing it?

ADAMS: No, we don't see it as a weapon for the employer and we think that people in the education field would be better served by some kind of province-wide sector bargaining. We don't agree with CUPE's stance on this. We think CUPE are wrong that they're doing is playing political games with their locals and that's why so many CUPE locals are having disastrous strikes. (undecipherable). We see nothing wrong with sector bargaining.

AUCE: Do you think accreditation is on the agenda for universities and colleges?

ADAMS: Yes, I do. I'm not quite sure how it will work. I think they'll probably start with the teachers. I've been expecting for the last three years to have something happen in Victoria which would require all the school districts to bargain collectively or at least in broad areas rather than the accreditation that you see now. I've been expecting that to happen and it hasn't happened. I think that's where it will start. I think they'll require the BCTF to bargain collectively with some agency representing the school districts.

AUCE: An area that was mentioned, the importance of student employees receiving the benefits in the contract. What's BCGEU's attitude towards them being members of the local union and participating.

ADAMS: We insist on it. As for what you mean by being covered by the terms of the collective agreement - requires them to join the union, pay the initiation fee and hope to get the benefits.

AUCE: Do you see trying to move in negotiations to, I guess, the definition of the bargaining unit away from (undecipherable) the student workers on the campuses.

ADAMS: We are going to make that a major project next year, a research project.

There are so many student employment projects going on that it's almost impossible to get a handle on it. We've identified, I think, at last count, a dozen or thirteen, I can't remember, probably more because in the last three months (undecipherable). Everybody's into it, it's a disaster, for us anyway. We're going to try to make that a major project next year, developing contract language and the rest. Yes, try to get a handle on it. We don't want to be in a situation where students are used as scabs, you'd better believe it. So far we've avoided that. That doesn't mean we're opposed to students working, we're not, we'll offer them orderly contract language.

AUCE: Further to what you said: it's definitely a problem that we face because the Local 2 strike we have, a third of our membership is part time. They have their jobs because they were students and if they didn't cross the picket line they were no longer students therefore they lost their jobs. They were faced with the (undecipherable) that is something we face.

ADAMS: Well, then, you'll have to keep that up in your collective agreement.

AUCE: Oh, yes, that is a problem, we relate to that obviously. The other thing I wanted to ask you about: can you briefly explain the financial structure. In order words, I know that the dues structure is 1% and just to tell us where the money goes, like a certain amount goes to per capita grants and so on.

ADAMS: Well, OK, I don't know whether I said this previously. The BCGEU is quite a centrist organization. We're not a decentralized organization, we're not ashamed of this, we think in this day and age, particularly in the public service that you need a centrist organization to maintain the strength and we hope the discipline to deal with the most difficult of all employers - the government. So our dues structure is very simple: it's a straight one per cent. The components I think at the moment get a \$1.75 rebate per member, but they get a minimum of \$3,000 a month. That's a fair amount of money because the vast majority of things are paid for at the headquarters level, like the education we were talking about, all BCGEU education courses the members are booked off the job, so that's paid for. Most bargaining expenses are paid for, the defence funds provides for (undeciph.) expensive arbitration cases. So our components don't have that much (undeciph.) and some of them have a lot of money. I don't know how much AUCE has but I have four components, one of them has over \$100,000 now. I don't know what we're ever going to do with it. We're not broke.

AUCE: What I mean is, what I think you should explain to the people, like I mean I've met with you so I know the information. What comes out of the dues? So, okay, they pay a per capita payment to the CLC (undeciph) what do they get for their 1%, where does it go?

ADAMS: OK. The one percent all goes into the same coffers and in return we give the component a rebate of \$1.75, remember a minimum of \$3,000. The component is then required to fund their component locals. Now they do that on what we call an imprest account system, each local will have depending on its size and the component, three, four or five hundred dollars whatever, they expend funds for meeting halls, etc. they simply put it in, ^{if you know} the way an imprest account works, they just put in the bills and they get returned. The components, through that system, bear the major cost. The only costs the components really have that's significant, are wage loss for meetings and what have you, but again that's handled centrally and they are billed for it. We (undeciph.) the loss and we pay them, in turn we bill the components.

AUCE: (undecipherable) they pay any of the dues?

ADAMS: No, they have an imprest account, they pay current expenses, meeting halls, stationery, that sort of stuff, but they don't incur any bills of any size, so there's no requirement that they should have that kind of money.

AUCE: What if the locals decided that they wanted, say, to give a donation to a local charity or something like that. Can they vote to get those funds?

ADAMS: No, we have what we call a central finance policy adopted by the executive. We have an area council system which I don't think we've talked about. We have 12 areas in the province and all the locals in the union belong to an area council. There's a separate funding arrangement for those area councils. We expect those area councils, and the membership in those area councils, to get involved in community activity and if there's going to be funding for charity or something like that it comes through the area councils - Vancouver area Council, Abbotsford, and so on. But, no, we don't expect locals to make direct donations of any sort. If there are labour donations, you know, to a union in trouble, then they come to us.

AUCE: What is the relationship between area council and the components?

ADAMS: They're completely separate. The structure of the area council is that the executive of each local put a member, they elect a member, each local elects one of its members to sit on the area council. The area council executive, in turn, elect their own officers. They have regular meetings and any member in the area can attend at which time they decide on what kind of community affairs they're going to get involved in. We spend a fair amount of time trying to convince membership that they should get involved in community affairs.

AUCE: It's kind of a parallel to the component?

ADAMS: That's right, for that purpose, for community purposes. Now they also get involved in things like, I sume you never them them, they have regular dinners for retirement. As members retire we honour them with something like a dinner, a plaque things like that, so we expect the area councils to fulfill that role. And they handle the social affairs too, picnics

AUCE: Back to contracts ... what are BCGEU's major bargaining points, what are the things you consider your priorities moving towards (undecipherable)?

ADAMS: Well, the last couple of rounds of bargainings were things such as family leave and I think we've successfully completed that. The benefit package is such now that it's going to be difficult to expand upon it because we have ^{already} every employe paying the full cost of dental, the full cost of medical. The last round of bargaining there was a provision in the contract, now we're going to put some emphasis on, for some kind of legal insurance, you know, just like group health insurance. We think that's one area that has to be explored. And, of course, there's occupational health and safety, it's a big thing. We also, I think, are going to get deeply involved in various types of union counselling, we're developing a course now and our structure provides that each local elect a committee for this. For the future, we believe that there I'm going to use the term saturation, but that's not the right term. But you reach a point in time where you know there are going to be no huge gains to be made. Indications, for example, after you reach a certain

point from then on the gains are going to be steady, but you know they're not going to be huge, you know they're not going to be tremendous, we'll get a day here, a day there, particularly when you're way beyond the norm. I think many of your contracts are that way. That's the same way with most fringe benefits. But we reached our plateau so what we're going to try to get for them are innovative things like the one we're interested in right now that'll give us some kind of legal insurance. We're kicking around the various ways to do it.

AUCE: You gave some examples of some recent strike situations that some BCGEU locals were involved in. I wonder if you could just outline for us some of BCGEU's experience, some of the discussions you might be having around strategy, as alternatives to strikes, and how in general you see strikes in the public sector?

ADAMS: Well, first of all, we believe that you have all the debating ^{you want} before you go on strike, but once you go on strike, the debate ends. Now, under our constitution, any group that goes on strike and wants access to the strike fund, the provincial executive starts calling the shot and we don't go on strike without putting a great deal of thought into the strategy of that strike before we call the strike. When the strike is called, we have an elected strike committee but I might add that the executive also assigns staff and there's pretty rigid control on it. We believe that you have to have absolute discipline, you can't play games with it, and using that method we can safely say we've won all our strikes, legal or illegal.

AUCE: Can you talk a bit about development of strategy?

ADAMS: OK, but often when you're talking about strategy

AUCE: Putting pressure on.

ADAMS: (indecipherable)...the larger groups by means of what you call part-of-group strategy (?)...Under law, a lot of unions don't realize, or don't think about it, when you declare a strike or call a strike you don't have to take everybody out, there's no requirement, you can just take out a few people, in significant groups. We've used that (word)...You can take out X amount of people and have the others (indeciph.)...and you could in theory maintain the group on strike for ever, with very little cost to the members of the bargaining unit.

AUCE: (indecipherable)

ADAMS: First of all, the success of a union is not going on strike, it's not going on strike. You don't measure success by the amount of strikes. I would think just the reverse. If the contract is not (indeciph.)...you measure success by the fact that you don't go on strike. It's a different philosophy. We believe, and certainly I believe this, the easiest thing in the world is to hype the workers up to go on strike. That's easy. Any idiot can do that. The trick is to get them back with their heads still held high, winning the damn strike. So, if you believe that, as I happen to believe it, then the trick is to negotiate decent collective agreements without going on strike. In other words...(indeciph.)...build a situation, create a situation, be in control of a situation, but you don't have to go on strike. And that's our (objective), always our (objective). We're opposed to strikes, we always are opposed to strikes. Strikes mean that the collective bargaining process has failed, that it's not (indeciph.) That's a difference in

philosophy. So we're more proud of the fact that we've had very few strikes than we are of the strikes that we've won.

AUCE: You mentioned something called union counselling, could you outline what that is.

ADAMS: OK, what we found, like everybody else must have experienced, that when people get sick, for example, then all kinds of problems arise. Quite often they're not in a position to deal with it because, maybe they're too sick to even contact anybody, or their relatives don't know who to contact, or they get confused. What we want to have happen is our committee members visit them, just to talk with them, if nothing else just to leave them a little card saying if you need any help just contact me. That's counselling. Simply trying to direct that person to the correct staff person in the Union necessary to correct it, whether it's a problem with their group insurance, whether it's a problem with their indemnity plan, or whether it's simply some other kind of problem. We also, like every other union that has a large group of members, have a problem with alcoholism, drug abuse, and family problems and all the rest of it. And, like everybody else, we're (indeciph.)...for a drug and alcohol abuse program. And if you're going to do that, you at least have got to start to train stewards to recognize the problems when they see it. Not to try to deal with it, because you're not going to train people to be experts in counselling alcoholics, but you've certainly got to make people aware of the signs when a member is experiencing serious problems, so that somebody can flag it, and so that some kind of treatment can be had...(inaudible)...Then there's all sorts of marital problems and family problems and so on. But you don't try to train people to deal with all of those problems, you simply try to train them to recognize the problems and direct that person to the proper area to get help.

AUCE: In other words, the Union has taken a lot of the burden of that kind of thing...(indeciph.)...(off of) management?

ADAMS: Well the Union has always done that. In drug and alcohol, management has paid lip service to it. We do have a program now that's not sufficient. In this last round of collective bargaining we (inaudible) a much more comprehensive program...When I tried to say that we were going to develop (indeciph.), we've already made provision for these things in the collective agreement, like the legal insurance, the drug and alcohol abuse program, and so on, and so on. The structure has to be, the vehicle has to be the collective agreement, then you develop the (program).

AUCE: Can you give us an idea of what / percentage of employees who are not stewards and are not officers would go to educational (indeciph.)...

ADAMS: Very few. Our priorities are with the stewards and local officers.

AUCE: If a local elected more people as their stewards would that

be counter to the financial policy (of the BCGEU).

ADAMS: Well, it depends on what we're talking about. Not everybody that goes to the basic steward's course is a full-fledged steward, there's some flexibility there. Not everybody that goes to the local officer's training course is always a local officer, there's some flexibility there. But I wouldn't want to mislead you. Remember, economy of scale again. We're booking people off the job and paying all their wage cost. (indeciph.)...Our advanced steward's course is a week, five days, which means that they are booked off the job from Monday to Friday, and of course they're travelling, all over the province. So it's a very expensive proposition. (inaudible). We're not going to try to educate 46,000 people on that basis, it's impossible.

AUCE: How long are stewards elected for, and how many stewards per number of people.

ADAMS: Well, it's on a worksite basis. So one steward might represent 30 people, or he might represent 12 people, or he might represent 3 people. If we have a liquor store, in Terrace for example, with 9 employees, they'll have a steward. We might also have a liquor store in Vancouver, with 35 employees, and still only have one steward, just to use an example. Where you have large units you might have more than one steward. There's no firm numbers when it's on a worksite basis. Stewards have to be right on the worksite. We want a steward on every worksite.

AUCE: Is there a maximum number, because our locals vary between around 100...(indeciph.)

ADAMS: But you're a little different, all your membership are involved in definable institutions. We have people...any place there's a wide spot in the road we have members. There are ranger stations, liquor stores, highway guards, people that fly airplanes, drive ships. They're all over the place, and there in small...some places there are only...a place like Ocean Falls there are probably only half a dozen or so members...(inaudible)... It's a different structure, it has to be different.

AUCE: OK, I was just wondering, if it's a ball park figure.

ADAMS: No, we don't try to do that because there's no need for it. We provide...there's enough stewards to provide the coverage in the workplace. Like Medical Services Plan in Victoria, there are about 1500 members working in that one building. I don't know, I suppose there must be at least a dozen stewards...they've got one on each floor or more.

AUCE: Ok, the other question about education is: What if in a particular local the local executive and the stewards all thought that the membership was being kind of laid-back, apathetic, they wanted to sort of get things going, they to put out some educational material that specifically concerned those local members at that institution. Would doing that, and then billing it thru the provincial, or whatever, run counter 1) to the financial policy

or run counter 2) to some public relations or other, educational policy within the union?

ADAMS: Well, the answer to all that is No, it would not run counter to any policy. We do have one large local in Victoria that prints a regular paper, for example, a newspaper, a newsletter, what you will. And there are others (do the same). They have to get the payment authority from the component, they simply just don't decide to do it, and then away they go. The component would have to authorize it. I don't think the component would turn it down. I don't think they turn down things like that. There are no hard and fast rules on things like that. (inaudible)...whether we have a financial policy. We do. It covers things such as expenses, donations, honorariums, you know, the usual...it's a fairly lengthy document, but we don't try to cover things like how much you can pay for a meeting hall, or whether or not you can put out a regular newsletter. First of all, we'd probably do it thru the area office, which means the cost might be virtually zilch. I was just thinking that the one in Victoria (indeciph.)... We have duplicating facilities, and a Gestetner, and one of those thingamajigs that cut stencils, pictures, all that sort of thing. In the office there...what they do is, simple. A work-party from the local comes in and they run it off, and so the cost is virtually nothing.

AUCE: ...undecipherable...The more I listen to the structure of the BCGEU the more I am impressed with how radically different it is from what I've seen in AUCE. In some ways it's really hard for me to deal with those differences because it's ..you know.. my initial reaction is I'm going to get swallowed up in this huge organization that's very centralized and it's not clear to me how I'm going to be able to deal with these differences I have without undecipherable or even to maintain the kinds of things that AUCE locals have and the relationship between the local leadership and the membership and so with all of that in mind I'd sort of put the general questions to be drawn about the ... what is it that the BCGEU is really a substantial benefit that we should consider accepting something that's so radically different?

BCGEU: But that's been possible and quite financial. You're asking me to make a value judgement on your values, and that's impossible. If you're asking my personal opinion, I'll tell you. I don't think you can afford some of these things that you've been through! You know, you were forming a group during a hey-day of organising and of negotiating in the public service and it would all be very well during that particular period of time, but that time is gone. Recognise it or not it's gone. Now, you've had some successes; you did have some success with that, but when times are tough, I don't believe, it's been my experience after quite some years; and you can disagree with me that membership don't want you to go back and keep asking every pleasantries; they elect people and they elect leadership and they select leadership and they expect that leadership to lead. If they don't like the leadership, they'll soon tell you, they'll get rid of you - they do that at the ballot box. But this business that every decision has to be made on the shop floor, is absolutely ridiculous; that's not the kind of system that's going to work in this country.

AUCE: It came from Britain.

BCGEU: Some groups, now, do transpose that into Canada, it does not work, no more than the Swedish business can be brought over, again, much more typical in Provincial Canada.

BCGEU: But my opinion, for whatever it's worth, and I think the majority of people in the BCGEU, the membership, when they elect leaders, they expect those leaders to lead. If they don't like the job, they'll soon tell you. You can beat your head about how many people are going to attend a local meeting, but if you're expected to take every question back to a local meeting to have a decision made, it is in my opinion an abrogation of duty. Why elect people to lead if they don't do that? That's not leadership; it's anarchy! This beef.... So we are quite different from AUCE, and from what little I know of the history of your organisation, I don't think you can survive under your present structure, you know, maybe you will, you're being warned.

AUCE: Getting back, when you were being asked, 'If the local determined that they wanted to do some sort of education, can you expand a little bit on your education department; I know you have an education co-ordinator, and a whole department, but if a local, I would think, perhaps determined, or a component or whatever determined a particular need within their area, that they would be able to approach the education department with that need?

BCGEU: It happens on a regular basis, yes, but we wouldn't agree, I mean there would be no ... I mean the local wouldn't suddenly decide that they were going to develop and deliver a particular education programme. To be perfectly correct, if there was a demonstrated need, they would go to the Education Department, again we are talking about a very expensive proposal. I mean we have a policy of paying wage loss, the Education Department would develop it, and then make a recommendation to the Provincial Executive and then it would be acceptable. I can't ever remember them being turned down, as a matter of fact, I was at an Executive meeting on Friday, it was decided on the principle to develop a seminar awareness seminar for Labour Council Delegates, it's...you know...it's an ongoing thing. Now some of these things are not extensive programmes, but, uh, they're not... .

AUCE: Education is important in the BCGEU. They spend a lot of time and effort and money in determining that need; ...

BCGEU: It's more of, ... but again, that can only work contingent upon the system, because it's prohibitively expensive. Nobody else does it very much. Take the auto workers again, the auto workers are quite a centralised organisation. You have to, I mean, it's a very expensive sort of thing, and if you're going to be in an organisation, for example, like CUPE National, where they collect their own dues, and pay a per capita for CUPE National, then that means the National is responsible for all the union education programmes and they're all going to be starved for money. Our system works differently, and that's why.

AUCE: I wonder if you could talk a little bit about what the general situation is, if you have locals or one particular local that are negotiating, or have won particularly good clauses, how would you try to apply those clauses to other locals, is there any kind of systematic way of doing that?

BCGEU: Particularly if they are a vulnerable component? In the component 15, where we vote, recall them, now of all those locals sit on that executive and they meet on a regular basis and these are the kinds of things that we get them to talk about. We also, you know, of course, you know when I said earlier that we always assign a staff person, to every set of negotiations, well eh staff meet on a regular basis, too. And of course, last but not least we have a couple of ardent arbitration departments whose responsibility is to coordinate,

AUCE: Can you point out some examples of that?

BCGEU: Yeah, I think paid education leave, maybe...we made some success on it. I think Douglas College, I'm not sure, was it Douglas College, I'm trying to think but in one of them, we use that to expand another section of negotiations. And obviously, things like family leave, we try to transpose that into every collective agreement. I don't know, I can't remember the details, there are so many details ... high priority for awhile, Ah, most of our collective agreements reflect that. No, we deal with & negotiate with 'employer-run' private hospitals.

AUCE: Are contracts and negotiation demands developed through a contract and wage conference; how is that dealt with?

BCGEU: Yes, that's what we call a bargaining conference.

AUCE: And who attends?

BCGEU: The bargaining conference? The entire executive of every component turns up and attends that and all of the staff. We have a massive ... the bargaining conference is meant for people in the, we're talking primarily about the public service, because people from the other two components come, too, because obviously what happens in the public service is going to turn around and affect them too, because they're in the public sector, so of course.. That's where priority is set; priority and principle, we don't try to sit down at a bargaining conference and hammer it out that we're going to go for a 7½ % increase, see what you want at the conference, you've got to get into realities here, that's something different.

AUCE: Jack, what role does the Provincial Executive play in union affairs?

BCGEU: Well, there's, of course, heh, because we're quite a centralised organisation there is a very significant, every decision of significance is made by the Provincial Executive. They meet on a regular basis, monthly, or more often if more meetings are required. They receive a great deal of information from ah, quite a few committees, naturally, structured from that, quote, 'bargaining committees, and other types of committees, all of whom make reports, which may or may not be accepted by the Provincial Executive. The major departments of the union do the same thing, I make a report and so on, we make recommendations and they will be accepted or rejected, of course. They are involved in every major decision; they make the decision. With the exception of Convention, you know that

AUCE: Do they direct staff; do they set the priorities for the staff and for the General Secretary?

BCGEU: Nah, well, ah, they don't set any direct perimeters for staff. They will make the decisions based on the priorities and of course, then the staff are required to set those same priorities. They don't get involved directly with staff. Our Constitution is quite rigid - the direction of staff is the General Secretary's responsibility. And, I don't think a majority of them want to get involved in that. They make the decision and it's up to, it's the job of the staff to see that the job gets cleared up. That is to say they set the priorities, but not in the same way.

AUCE: Are they, did you say that the Provincial Executive are in closer contact with the members or in equal contact with the members? Like, I know that staff are in constant contact, or attempt a high profile in the 'GEU, do the Provincial Executive have a higher profile?

BCGEU: Well, that's a hard question to answer, because our structure, remember, we

BCGEU: response con't re 'higher profile' - -'structure':

BCGEU: parallel the staff structure and the elected structure everywhere, from the local on up, I mean we are not as, I would say that at that level of course the reps in the area offices, would have more contact with the membership at large than would any single officer. In the local we might have a dozen, say in one area; an officer in one local, would only be in contact with the members in that local, unless he was a representative of the area council, whereas the staff member would be in contact with all members of the local. And I would say that that probably goes all the way up, I would probably have more contact with the membership, the officers of the union or locals at large than would any single executive except possibly the President. ... I could deal with them all ... basically an officer only deals with her or his obligations, you know they don't travel a lot for example, they do attend their own meetings, though.

AUCE: They work...

BCGEU: They work on a regular job.

AUCE: I'm curious, how a contract, how many contract proposals would be drawn up by the bargaining unit itself? Do they draw up their own, or are they decided at the component level?

BCGEU: Well, that depends on whether you're bargaining in the public service or whether you're outside of that direct public service. The membership of Okanagan College will offer their own proposals; somebody in Vancouver doesn't sit down and say 'these are what you're going to propose when you get down to negotiations'.

AUCE: And it would be similar for the components, in terms of the Master Agreement and the other -

BCGEU: Yeah, OK, now in the public service, things are somewhat different. The Master Agreement is the bargaining conference's priority, well while they're there. Component agreements become less and less important because the delicacy of the... it started under the AIB, where we were restricted in bargaining, and we simply made a decision that we were not going to have one component taking more than their slice of the pie. We must remember those percentages that the AIB allowed were due a work 'force'. And it had nothing to do with anything, else, and so we were not prepared to say go in, you see under the AIB, one would get 12% and the next one would have to take less.

AUCE: I want to ask you a question about the internal affairs, I want to make clear that's an internal question. I know that there's a 'Caucus', a democratic caucus, I think it's called, and I was wondering what the union's attitude is toward an organisation of that kind, within the union, and why there are those kinds of groups within the union?

BCGEU: Well, I'm not aware of a caucus called the 'Democratic Caucus', you may be right. The only group that we're aware of at this point in time, is an 'In Struggle' group. And if you want my views on that, I'll give them to you. We will fight them, our Executive intends to fight them to a standstill, we are not prepared to allow them / / significant offices in our organisation.
to hold any

AUCE: Well, a lot of unions have so-called caucuses of one kind or another within the organisation, what would be the union's attitude toward that - would there be disciplinary procedures which you might apply against some people who were organising in some fashion, other than within the ...

BCGEU: Well, it's never happened yet and I don't see any reason for that to happen in the future, as long as they stay within the guidelines established in the Constitution. In answer, would we penalise somebody because they belonged to an organisation which the union might not agree with?

AUCE: Well, I know, say they were actively organising for example, say they were trying to run the elections or a re-call of a steward for example -

BCGEU: Ah, no, that's their democratic right. However, if we were being raided, for example, and they were assisting the raiding union, then we'd probably nail them to the cross. OK? You understand, that as long as they're working within the union, they can exercise their democratic rights. If they want to go, if they want to assist another union in a raid, that's another matter entirely.

AUCE: How are decisions, about discipline within the union, what's the, where is the decision going once it's been decided?

BCGEU: Our Executive, would take it to the CLC Executive.

AUCE: Do you have a 'charge' system in the union?

BCGEU: Yes, yes, yes, yes, yes. We have a provision in it, that on a temporary basis the Table Officers of a union can suspend an officer right up to an appeal. They can't do anything else with them, they can't be penalised - take away their unions cards and sign away their jobs ... Now, but they can (on a temporary basis) suspend them from office until an appeal of the Provincial Executive.

AUCE: If it's an Executive member who has a charge, who is the appeal body?

BCGEU: It would, if it's an Executive member it would still be the Provincial Executive who would be the body that would hear the case. Because an Executive couldn't step to another completely different body. The standard procedure and, I think according to the rules, is that the senior elected body of the union makes the decision and I think that a major concern, and if you have a concern in that area is how the appeal system works. Who makes the decision is one thing, but how that high appeal deals with that member and how that appeal works, are in my, I would advise of the importance. So under our system there is an appeal procedure, for every decision made by an exect'v body, up to and including the CLC, which would put it as high as the Provincial could go. Decisions made on a grievance are made by the grievor, and when you make up an appeal to a special instruction committee, at least this appeals committee. Now, they have a live the final ... they're just not going to keep grievances alive that long, there is no use in repeating a grievance, with time limits that have elapsed. So, when you're talking about a 'contract grievances' and appeal procedure, you've got to cut it off. You have no choice. But, even there you have an appeal procedure. Do you have an appeal procedure, for grievances?

AUCE: Yes, yes.

BCGEU: Well, who do you appeal with, if you're not happy with they've handled your grievance?

AUCE: In local 1 @ UBC, our membership decides whether to proceed to arbitration on each case.

BCGEU: Yes, but if I'm a member and I don't like a decision of the G/Cttee, how

BCGEU continued...how do I appeal?

AUCE: The membership is the ultimate authority.

BCGEU: Ah, that's not worth a damn. You should have an appeal above that, I do you know I would go to the Labour Relations Board. We do have an appeal above that, that's what I'm saying, there should be an appeal, but anyways...

AUCE: Just one final thing, when you mentioned your position in regard to "In Struggle", that you would oppose them holding offices within the union

BCGEU: HM, hmm

AUCE: What would happen if one of the membership guys from in the union elected someone.

BCGEU: Then they would serve out their term I suppose

AUCE: There is no mechanism for...

BCGEU: Nobody would be deprived of their offices simply because they, because of a political thing of that nature, you misinterpreted what I said, what I said was the union philosophically will oppose that kind of ideology every step. We simply will oppose it. When I say we, I mean the union, that's a decision made by our executive which I certainly endorse. We are not prepared to have the force of the extreme (end of side of tape)

AUCE: ya, ok, you said that was your political stand

BCGEU: OK, ya, but I'm saying in a small sense.

AUCE: What do you mean?

BCGEU: OK, a union has to have a structure for collective bargaining it also has to have a structure for representation. Our structure for both political and collective bargaining is approximately the same, that's not true in every union, there quite different in CUPE, there is no parallel, that's all.

AUCE: So you mean that...

BCGEU: When I say political I mean small "p" union politics, I mean how people are elected, how they run for office etc.,

AUCE: OK, The last question is I wonder if you could outline and you have ^{sort of} touched on this in a number of ways, exactly where you stand in local jurisdiction and stuff, I think a lot of people's questions have been oriented towards who has authority here and who has authority there, what do these larger bodies do... and I would just like to get a sense of what exactly the locals do, It seems to me that you mentioned several times that they are responsible except for the public service or, uhmm, or negotiations.....what other kind of areas do the locals and the committee's participate in?

BCGEU: Just about anything, resolutions to convention for example I don't know ah, the usual work and stuff of a local union, but once again, our local unions don't have, I don't think cause I don't know your structure that well the same type of autonomy, that yours do, they don't have autonomy (?)

AUCE: I, you mentioned something about raiding, you expressed it quite strongly that if someone...that if they were like, giving out cards on campus

BCGEU: Well I was trying to use an example that everyone would understand... We have not been raided for a while and never successfully so...

AUCE: OK, my question is uhmm right now because AUCE is going through the process of completing its various investigations there are alot of rumours floating around about people being signed up into various unions including the BCGEU and I was wondering if the BCGEU has a policy on whether any union cards be distributed while AUCE is going through this process?

BCGEU: No, we don't have a policy at all, well on whether or not a card can be distributed, but first of all, ah, it would be pointless to distribute cards, there is only two ways, well one, one is we could raid you in the seventh or eighth month of your collective agreement each year, that's the only time we could pass out cards and the other way is we go through a decertification where no cards are necessary, so every member of AUCE could sign a card today and unless its the seventh and eighth month of the agreement its meaningless, so if there are any cards being distributed it would be, I don't know even know what the expiry dates of your agreements are but if, I'm sure it isn't the seventh and eighth, because you were on strike not long ago.

AUCE: It's very helpful for us to hear that from someone who isn't going to report it back to other people and sort of...

BCGEU: I didn't say we wouldn't raid you, I didn't say we would, we haven't made any plans, we haven't even thought about it, what I'm saying in a technical sense anybody who is distributing cards would be immediatly, I do know the law that's my job I'm in charge of organising, I do know how to do it, I know how to raid too ha, ha, ha, we, we have no intention of raiding you no, no plans to release... sort of

AUCE: Again, I mean this fraternally or sororially, uhmm, has the BCGEU ever raided anyone?

BCGEU: Sure

AUCE: What are the reasons you would do this?

BCGEU: ^{We} Raided the Merchant Service Guild, & we raided the, hopefully, and we... uh, lets leave it at the Canadian Merchant Service Guild, ah, we believe it was our jurisdiction and we don't believe they were giving the people very good representation, and they obviously agreed with us because they signed our cards. When I say we raided them and they charged us with raiding, we beat the charge its a little more complicated than that uhmm (ya we went back and forth on that) You have to understand in the public service because it covers such a wide area of jobs and uh, many other unions, that they should have some jurisdiction....

that

believe

BCGEU CON'T : (audio was impossible to understand, coughing etc.) We haven't raided anybody lately. Ah, I should say something, I hope you understand something, I don't care, I will give you all the answers to as many questions as possible but don't be under any mis-apprehension we haven't made any decision that we would take you if you if you applied. I know you have a serious problem; you have had some serious problems and we are not sure we want those problems. So, uhmm you know if you ever decide to come to us there is going to be some serious talks about it. We certainly haven't made up our minds that we are prepared to accept you, you've got some real tight cases to get out of but uhmm, that's your business, but you understand.

AUCE: The last question, hmmm, can you just briefly sort of outline how do you see GEU's role its relationship and its role in the Fed. and the CLC like CUPE plans at this point it seems ah to be some kind of ah---undecipherable... I wondered how BCGEU saw its role I guess more within the BC Federation ---undecipherable---

BCGEU: Well ^{we are} the larger scheme in BC so of course we have some..undecipherable well anyhow ah, we believe and I think its a fair comment to say that the majority of the trade unions in Canada would agree that we are the most effective public service union in Canada irrespective of size, because of that we have more influence in the councils of labour than alot of other unions do who might be much larger. Uhm, John Fryer on behalf of the BCGEU probably has a lot more influence in the house of labour in Canada than other representative people do and their are alot of people, and (undecipherable) but we have a reputation of being a very effective organization we do quite a good job for the members and thats not true of very many unions in the public camp or the private sector these days. That may be a hard-one for you to swallow but we feel that is exactly right. John is a Vice-President of the CLC and he has been a vice-president for quite some time and he was elected form the BCGEU and not from NUPGE, very few vice-presidents come from the unions in our time.

AUCE: I would like to wrap it up, are there any questions you would like to ask the affiliation committee?

BCGEU: Not really , I would like to just give you a piece of unmasked for advice, I think you must find a home and uh, go through this affiliation process whatever decision you might make that's yours to make but for goodness sake I don't think you can go through some of those traumatic experiences you have gone through in the last couple of years what will happen is you will have reached raiding or going through , or having some of your own members going through this decertification process and whether there is acceptance or not it is completely demoralising and uh, you should find yourselves a home. Where ever you decide to go make your decision as quickly as possible and do it, what-ever,

End of interview/ V.G., S.P., M.M., B.I., J.S.

April 1980

Minutes of AUCE Provincial Affiliation Committee with Jess Succamore of the
Confederation of Canadian Unions-CCU Feb. 8th, 1980,

AUCE: At our last convention, we passed a motion that we had to join the CLC intact. This committee was struck to investigate the possibilities of joining. They informed us that we couldn't join as an intact union because of their clause on redundancy; we're a redundant union because we're within the jurisdiction of three other members. What we're doing is investigating all the different possibilities of affiliation. Tonight we're pleased to be able to start off our discussion with you.

Succamore: What format do you want to follow?

AUCE: Principally, do you want to give an introduction as to the format and history of CCU, and then we'll throw it open for questions.

Succamore: Fair enough. I suppose everyone here knows my name is Jess Succamore. I am National Secretary-Treasurer of CAIMAW and I work full-time for that union and have done since 1971 and I'm one of the founding members of the union out here in B.C., in fact I'm the only founding member left. I was also a founding member of the Confederation of Canadian Unions. Very recently a Canadian union was set up in Sudbury as the main member of the Council of Canadian Unions. In 1969 I attended there and I was there as a delegate from the Canadian Electrical Workers Union, which is a small group that has started to break away from the International Brotherhood of Electrical Workers here in B.C. So the reason I'm telling you this is that my roots go right back to the beginning of the CCU and CAIMAW here, and subsequently we had a great lot of contact with the Committee for Canadian Unions being set up here as a result of the Ironworkers Union that broke away in the early sixties and was snatched by the American Unions in that field with the help of the Canadian Labour Congress. It didn't surprise me at all; of course, I've said it before and people from your group have told me that they wanted to join the CLC. To me, that was a foregone conclusion because the last thing they want in the CLC is a union with any independence or any freedom of thought. And I think that's the whole basis of why we're actually an entity at all. And the CCU is just a getting together of various groups that have either started to break away from American unions, workers' Internationals, felt they were no longer, not just not represented, but they didn't respect them as workers, you know, they left no decision-making process to us. And of course they were unions like Canadian Textile and Chemical Union that was the real founder of the group who had, many years before, in the textile fields, such men as Harold and Ken Rowley, they had set up a union and asked the old Canadian Trade and Labour Congress for a charter, and they wouldn't give them one because the jurisdiction was already claimed by an American union, in the Canadian Labour Congress. Same result you got when you were applying, it's this jurisdictional system they set up. Well, the Canadian Textile and Chemical Union was the founder of the CCU, they set up the Textile Workers' Union, chartered Locals of the Textile Workers of America, and they built that union up to several thousands, and then because they had the audacity to suggest that the work ought to go on contracts, not on sell-outs, they were purged as Communists; they were not Communists, until the late fifties. The same things remain true today of the CLC, this is essentially what

Jean-Claude Parrot has run into. So these are not new, it's a continuing involvement of that sort of unionism. And the reasons for that are simply that the majority of the CLC is controlled by American unions. The affiliates are seventy-five percent American unions. The total membership is down somewhere around sixty-five percent, give or take. So each of the unions that have broken with the CLC, or most of them, have refused to go along with that sort of activity. And I think the constitutions of the CCU and its affiliates speak more than anything I could say in practice because most of them have democratic electoral processes, the right to recall officers, things of that nature, which I would say is inherent in your union, because I was one of the people consulted, involved right at the beginning, and so was Madeleine Parent. Is anybody here from those days? I remember when Madeleine was invited to speak out at UBC at one of the women's weeks in the early seventies, and she spoke out there. I remember quite well, she was one of the people involved, there were quite a few other ones of course, why I got to know her so well was because she was on the Constitution Committee, we had several meetings. But at that time, basically, The Office and Technical Employees Union, called OTEU here, and called OPEIU, I think, elsewhere, but it's the same union, they were starting to sign up, and they asked Madeleine whether it was good to organize, and I said, well, certainly, but what are you organizing into, and she had some misgivings, about them going into it, but she said, I'd rather speak out of the meeting on it, I'll talk to you after, because she didn't want to get pegged as someone who was there just to disrupt things, she was there as a guest to speak about women's rights, things of that nature, she didn't know there was an organizing campaign going on. There was a meeting, with my friend George Brown, who died in '74, so I know it was quite a bit before that, he was there, and I was there with Madeleine, and we met with a group, at the Ritz Hotel, if I remember correctly; we said, well, certainly it's better to be in that union than in no union, but we pointed out, we felt that we should give the organizers the opportunity to understand what it was they were getting into. We told them to ask about certain things, and if they were alien to them, to seriously think about it. If they didn't worry about the constitutional aspects of it, and the real control in the union, then they shouldn't worry about it, but when they went to the Office and Technical workers, they got their local bylaws; and they asked about the Constitution, and they were told, no, that's not the Constitution, that's just the bylaws, and they told them, you don't have to worry about the rest, the rest is all good. The funny thing is that when they saw their Constitution and the way they evaded that issue, they said, no bloody way, they recognized the people and they branded them as dishonest. They said, they're not levelling with us and telling us what we're getting into. We never counselled them one way or the other, we just felt we should advise them what they were getting into, and they should realize they were getting into an American union. When the chips are down, Canadian workers in those unions just don't seem to have any rights, unless they're in line with what the hierarchy wants. So, as I say, that's a bit of an aside, in one way, but it's still not an aside where you're getting back to the basic issue, because your group has grown so much since then. Through the years, some of the leaders have changed, in AUCE, at one time, I didn't know who was who, and I don't know how interrelated that is today, I don't think it's anywhere near what it was, but basically you can't knock that because we're all struggling together: the situation is that we had asked, we had felt that you'd be better affiliating with us right at the beginning; they chose not to, and it's a free country, we fight for the right for workers to have a choice, and all that, so we're not going to get too upset when somebody

exercises their right to be different. But it still comes down to, and I think the question you're facing still today, is what are you going to do? Are you going to stay as you are, or are you going to affiliate with CLC? And by the way, they're lying to you when they say they don't allow people like you in because they just let in a group who broke away from the Steelworkers Union; they were worried about us getting them and so they let them in. The Fishermen's Union couldn't get into the Canadian Labour Congress until they came to the CCU, and they got in then. Same with the United Electrical Workers, they said they were all Communists, and then they had one meeting with us and they got in. So if any of you really think the CLC is Valhalla, it might do you good just meeting with us and letting them know. But I think, you know, that is just a fact of life, I'm being perfectly frank with you, and I don't doubt maybe some of you think that's the way to do it. But the idea of joining a labour central is surely for unity and the sense that goes with it, and all things being equal in the labour movement, bigger is better. But then you've got to examine whether things are equal. I'd say they're definitely not. And I'd say unity is the easiest thing in the world to accomplish if you agree with your enemies. And I don't think you approve, the fact that you have, in your various ways, it may be uncoordinated and appear naive to certain people at certain times, but the fact is you've shown a willingness to band together and organize in the best traditions of the labour movement. And I think the fact that you were isolated from the CLC certainly didn't hurt you, but I'd just as sincerely say that having affiliated with the CCU, it could have helped you, and I still think that is the case. But if anybody thinks that I or anybody else can give you the answers, you know, join us and it's a great deal, you know, pay twenty-five cents a month per member and that's the end of it, I'd be completely dishonest. I remember, must be about four or five years ago, that the Manitoba Government Employees Association was considering joining the CLC, and somebody suggested the CCU. Ken Rowley and I spoke at the meeting there, a meeting at the University of Manitoba, the CLC was doing a real nice job there, a guy from CUPE was there, and they told them all sorts of things. They finished up, the Manitoba Government Employees, they finished up joining the CLC, and they joined them for the great research facilities, knowing, you know, we only need to ask and we've got all this here. And the first letter, you can check me out, I think Bill Richway was the Vice-President of the outfit at the time, but I know people on the executive of the Government Employees' Union, and the first time they sent in a letter, for help, and they were told, of course, this is for extra charge. I'll tell you this much, if anybody wants to bet on it, you phone our office up, we've got one person doing research, or you phone up the CAIMAW office, and you're from AUCE and you're not affiliated with us or anything, and you'll get more information from us, quicker, than you'll get from the CLC or the BC Federation of Labour. If you can't believe that, don't affiliate with us. But there it is, you get a chance at the halls of labour, the legitimate labour movement. And I say quite candidly, a bigger bunch of bastards never existed. They talk about legitimate, legitimate, you know, great, and it's not funny, because it's quite deliberate, you know, they attacked your union, one of the most violent anti-union strike-breaking material to come out of the CLC conference has recently attacked you, because they misled you and got you into bloody trouble. And I don't say they misled you that much, the women in this leadership stayed there and led the battle, but they bloody started, you know. 1 But by all accounts, and I got first hand accounts from some of our members who were there, for people to do what Friar did, doesn't surprise

me at all , but I think it was very stupid, he's usually a lot smarter than that, he usually accomplishes the same thing in a lot smoother way, he lets somebody else do the job. But, as I said then, they were laying the groundwork for some time to take over your group, and you've got to evaluate the merits of that. As I say, when I was talking to the sub-committee that came to talk to me, I was kind of amused by the situation, whether it was affiliation to the CLC or the CCU, or a merger, because you know, the two things are entirely different. A merger, you know, by joining the BC Government Employees or CUPE, that's it, you become part of them and you've no organization. By joining the CLC or the CCU you have your organization. They've said you couldn't join them so you'll have to come in. I dare say they could stretch a point and allow you to affiliate as a charterer local. And then you have to look into the merits of that, and you'll find out that history shows very clearly that directly chartered locals of the CLC have a history of bad service, getting nothing, and they're just usually holding companies, to push them into American unions. That's a fact, if you just check the record you'll find it's correct, but the fact is that a few years ago that changed somewhat, because CUPE got big and ugly that they got some militant leadership, so therefore they demanded that they get on these ballots as well, which is the case that happened. A few years ago, the University of Saskatoon, I got a call from a group that wanted somebody to go and speak. Ken Rowley was speaking someplace else, and I went there as a representative of the CCU, and talked to them. They were a group of library people at the university, about a hundred and twenty or so. They sent me a letter, and I've got the stuff in my office there, from Local 54 of the CLC, asking, it's from the chairperson, saying come up here and speak to them. And I thought they must be pretty naive, you know. And I phoned this woman up, and said they won't allow someone from our group to come and speak to you. And she said, oh yes, it's quite all right, so I said all right, it would be nice to think so, but I would be very surprised if that was the case. And what happened was, the day before I was to leave, I got a wire from the CLC, saying sorry for the inconvenience, but this meeting has been cancelled indefinitely, and stuff of that nature. However, I'd warned them about it, and they had another leaflet around, and the CLC had all these bulletins around saying it was cancelled, and they had about sixty to eighty people show up. And when I got there, there were some people there, two fellows from the Saskatchewan Government Employees Union, myself as representative of the CCU, and nobody there from CUPE, and nobody there from the other one, the Service Employees and Transport Union, and the OTEU, those were the three. And they asked me to speak, and I said I thought the CLC were trying to create selective ballots, and most likely they'll have two or three unions on it, they'll have the Office and Technical workers, and most likely CUPE, because they're big enough and ugly enough they can't ignore them. This guy from the Saskatchewan Government Employees jumped up and said, That's exactly right, they told us to stay away but they wouldn't put us on the ballot, and that's why we came here to talk to you. The reason I'm telling you this is it's nothing new , these are old things and nothing's changed in that movement, and it never will. Because you know, there's no real interest. I don't know how many of you saw, in last night's Sun, a part in there about \$300,000. available to independent unions in grants. Well, of course the government's still trying to suck the CCU into accepting that money, and we came out flatly opposed to it, because they gave the CLC ten million dollars a couple of years ago. And all it was was ten million dollars to sell Tripartism. And Tripartism would wipe out all

your rights and put you in one big bargaining unit across the country. The Friars and these people would be the guys who would be leading in it, working out with the government, sitting down and telling them how much you shouldn't get, you know.

AUCE: Can you talk a little bit about how you see that working, Tripartism?

Succamore: Well, that's a subject in itself, but basically Tripartism was rejected by the vast amount of unions, in the CLC even, and that was because their leadership couldn't sell it. Their membership, the people, you know, don't get me wrong, there's a lot of good people in the CLC unions, but as you must have found out, the CLC is like a hierarchy type of operation, and there's where the rub is, and you can see that since it was formed. But Tripartism is essentially the government, the bosses and the union sitting down, so you're sitting down, and immediately it's two to one. It's a deep subject, that every progressive union has turned down.

AUCE: What about the B.C. Federation of Labour?

Succamore: The B.C. Federation of Labour, well, you've got to understand, the B.C. Federation of Labour is traditionally far more militant than the rest of North America, not just Canada, always has been, and militancy and trade union principles is reflected to a far higher degree here than elsewhere. But Len Guy had to go, because of the push from the CLC, a reactionary group, far more than from the rank and file here, because of his position on several of the unions outside of the B.C. Federation of Labour, he took the position that we took, that you can't confine trade union principles to whether you're affiliated with somebody or not. And that's a line he was pretty open about. But he also took the line that you don't put all your eggs in the basket with politicians. You don't just say, we'll support the NDP and they'll be fighting for us, have legislation for us. So those are positions that we supported, it's one thing to support the NDP, to say they're the best of a bad bunch, but any trade union official who tells you to support the NDP on the basis that that's the answer to all your problems, in my opinion and in the opinion of any trade unionists I have any respect for, they think that's misleading people, looking for easy answers.

AUCE: But also it mobilizes people.

Succamore: Yes, of course it does, but they don't want a militant labour movement. However, as I say, I'm rambling quite a bit here, but it's just that, your organization and its background, in quite a short period of time, and my involvement in and around it, and the labour movement in general, it's been quite a hectic period. When was your union set up, in 1972?

AUCE: I think our first contract was signed at UBC in 1974, and we probably started organizing--

Succamore: Yes, there was one organizing drive that fell flat on its face, then after a while it got rejuvenated.

AUCE: There might have been four organizing drives.

Succamore: There was quite a lot of effort and work.

AUCE: Could you inform us, if we decide to join your organization, how could we join? And also, if we decided to leave, what is the method?

Succamore: Well, affiliates of the CCU, it's spelled out, I'll give you copies of the Constitution, I've got one here, anyway, there's a twenty-five fee, to make out an application, you'd have to phone the Secretary-Treasurer, John Lang, and he'll send you the form, it's just a matter of filling out the form. He has the authority, all you want is a copy of the form and a copy of the Constitution. It's simply a matter, we're opposed to taking anybody in whose constitution is undemocratic, we've only had one instance of that and the people were only too happy to change it, but that's the basic requirement, and you've got to be a Canadian union, not dominated from outside the country.

AUCE: Is that fee an initiation fee?

Succamore: No, that twenty-five dollars is the affiliation fee. What happens then is that pending approval by the National Executive Board, taken from the membership, if there's any queries or anything like that, well, in your case, I can say quite candidly there would be no problem, because the thing that we're looking for, AUCE wouldn't, it wouldn't be a concern. The per capita payments are twenty-five cents per person per month. The structure is we have a convention every second year, officers are elected at the convention, President, Vice-President, a Western Vice-President and an Eastern Vice-President and a Secretary-Treasurer. The Secretary-Treasurer is the only full-time position in the organization with a secretary and an office there in this place in Toronto. Each affiliate names their own representative to sit on the Executive Board. The Board usually meets two or three times or if there's an emergency or something of that nature, on call. So we meet about three or four times between conventions, and of course the policies adopted at the conventions is our mandate, the officers and the Secretary-Treasurer. We presented quite a lot of briefs to the various provincial authorities across the country, and as a matter of fact we've got a meeting with the Minister of Labour here, but Bennett cancelled it out, the Minister of Labour is having trouble with, it's just one of the things he's having troubles with, but it was not formal, it was just a hurry-up meeting the Minister of Labour agreed to have with us, but they cancelled out, but we have a meeting coming up, in the next couple of weeks. In British Columbia, we've got a council of all the affiliates here, there's about sixteen to sixteen and a half thousand members here, we've got a B.C. council that's got their own elected officers, a chair and a vice-chairman, a secretary, and the affiliation fees to that are a flat fee, I think the maximum is one hundred dollars a year, and they're valuated down on the scale. Now most of the unions, like the Pulp Workers and our union, we affiliate, the national union affiliates so you can send officers to participate in the policies and the discussion, and each of the locals affiliates too. So, your union has got about five locals, and your provincial organization, each one of those would affiliate, the cost to your provincial would only be about five hundred dollars, and the rest, the locals, it would be from twenty-five dollars up to about seventy-five dollars, depending on the membership of the local. I don't remember off-hand what that is, but it's not a big issue. That's just a flat fee. The costs there are mainly involved with some of the activities; what we are doing in this

area is presenting briefs and lobbying. We have one large educational seminar, I think the next one is coming up in May, it's usually about a three day seminar, it's quite intensive, it's a labour school, we go from labour history to labour law, arbitration and stuff like that for the advanced. So if the affiliates need help in getting established, like steward training, the CCU helps a lot of the new unions with steward seminars and stuff of that nature. The York Staff Association joined the CCU and were helped right from their initial stages, yours was the same, but yours was done much more by your own people, of course, but they had John Lang, he was an assistant to Ken Rowley, he was sick in the last few years, he had a stroke, but John was doing quite a lot of his actual work. He was working on that project of organizing the University Staff Association, and then Ken's health seemed to improve and they wanted him to go and work full-time for their union, doing negotiations and stuff of that nature. He worked for them until Ken died. By that time they had several of their own people ready and trained, and they went right into the CCU. They had no doubts in their minds that it was beneficial. But then again, it's each one to their own poison.

(Tape indecipherable at this point; question from AUCE re B.C. Council)

Succamore: Right now, the B.C. Council is represented at these hearings on uranium, and we've had more input into that, although you don't always read it in the press, but we've had better representation than any other union. Also, all these WCB'ers, it's a crying shame, you know, we don't believe in coming out and knocking some of the bad things that other unions are doing, because they're pretty inept, like the B.C. Fed., on health and safety, as you know, their health and safety officer, has anybody ever heard his statement? I've been to WCB hearings, where I've been there representing the CCU, and he's totally inept and incompetent. He's picked not because he has any capabilities in that area, but because he's from the biggest American union in Canada, and they've got to have their guy in there. And that's the way that big machine operates. I could tell you things that would make your hair stand on end but that's not the issue I'm here for. But briefs, compensation matters, all that matters. The CCU spearheaded the attack on the Workers' Compensation Board with the help of the IWA, got those three commissioners fired two or three years ago. We were the ones who spearheaded that. The IWA got most of the credit for it, we don't mind that, but there was no other bloody union in it, it was just the CCU and the IWA. The IWA played a pretty dominant role, it's natural enough, they're a pretty big union, forty-odd thousand members here, and they did a pretty good job on that issue, but we co-operated with them. I often say the Compensation people have got good relationships with that end of it. And the reason they'll have meetings with us is not because they like us, because if we were ineffectual at those things, they would just isolate us and say, look at them bunch of yokels over there, they're no good. It's only our ability that keeps us with them because they're a bit leery of us, being outsiders. Those are secondary, you know, high profile, we don't make a big deal out of it, the only reason I'm mentioning it is to show, you know, you'll get some messiah going around telling you there's all these experts on this, and you know, the proof of the pudding is in the eating.

AUCE: If the IWA has a good record with health and safety, well, I find a lot of your comments hard to deal with...you're not giving us a lot of the details but you're making comments like, Keith Graham was appointed the B.C. Fed's health and safety officer...

Succamore: Yes, he's the head, he's the B.C. Fed's health and safety person. I've never seen a comment from him since he's been in office, in a year and a half. I've been at conferences with him and meetings with government agencies and I've never heard him speak. I've had people sitting at hearings for months, what was the one, the Amendments to the Workers' Compensation Board, you know, the hearings, the first ones they've had in seven or eight years, and he was there, and he never spoke, I don't think he spoke once. What I'm saying is, those appointments there are more political than practical. And it's unfortunate, but that is a fact. But I say, it doesn't carry over, to people like the Carpenters' Union, Colin Snell, he would have been quite a good guy to have in there, or someone from the Longshoremen, or from the IWA, but the guys in the IWA are too busy in their own union. They wouldn't put a guy like Snell in because he's supposed to be a Communist. They won't put you in if you haven't got the right politics or if you aren't from the right union.

AUCE: The other question I had was, what was the issue on the Workers' Compensation Board commissioners?

Succamore: Well, the Workers' Compensation Board, when the NDP were voted out, one of the first things the Ministry of Labour did was to fire Terry Iseman (sp. ?), one of the most favourable and innovative people in that field of endeavor, but they didn't like his politics because he was an NDP'er. But he was a terribly competent guy, he was innovative and far in advance of the rest of North America. And immediately the employers were screaming for his scalp straight away, and the first thing Williams did was to fire him. And he was left with a bunch of real incompetents. They put in, I can't remember his name, Perry (sp. ?), he was the Vice-Chairman, they put him in as temporary chairman, a fellow called Watt was the management representative, and (tape indecipherable at this point.) They were the commissioners, and they started overturning practice that had already been established, past practice, like the Labour Board, they establish their own practice when they change the law, many of the issues and the way things are going to be done depends on the precedents set after they've enacted the legislation. These guys started overturning decisions, and going about things in an entirely different way, right to the employer's side, cutting off claims, doing this and that, and appeals were piling up, and we started attacking them, and the IWA starting attacking them. That is how we got involved with the IWA on that. As a matter of fact, to his credit, I went into Jack Munroe's office one morning, with one of our health and safety people, and I said I'm only down here for one thing, I'm no expert on this, that's what other people are paid to do, in the general political scheme of things I wouldn't be on top of it, but we think (the IWA representative on the Workers' Compensation Board) has just gone completely right-wing, he's just gone along with everything these guys are doing, he hasn't come out with any dissenting opinions. It seems to us that he's more intent on hanging onto his forty-five grand a year than he is on representing labour's interests. It's a tri-partite board,

you might say, where you've got somebody from management and somebody from labour and a supposedly independent chairman. Well, this independent chairman has gone completely right-wing in his approach, and (the labour representative) hasn't written any dissents or made any waves. I said that we felt that the IWA should call for his resignation. And I said, we're going to do it if you don't. But we felt that coming from their union, that it was unfair for us to do it, because people would say, oh, that bunch of flag-waving head-cases, and we feel you have an obligation. So we'll leave you with that one for a minute, if you like. And he looked at the other guys, and said, no, you're right, we'll do it. And by god, they did it. But that was co-operation with us and them. That was dealing directly with people that know us. But you couldn't have that sort of co-operation with the B.C. Federation of Labour, because they want to make their own grandstand plays.

AUCE: Could you give me an example, because each time you make one of those claims about the BC Fed or the CLC, because I don't know the difference between--

Succamore: Well, you know, when it stares you in the face just about every day. You know, there's a legion of it, every time there's a statement out of the BC Fed, have you got any precedent, if you give me one I'll give you the political background on it. If you want the biggest one that's come along, let's take the CLC, they passed a convention condemning Tripartism, and condemning the action against the Postal Workers, and Parrot gets put in jail, and not a whimper out of McDermott, and it turns out that he was working with, some of the heads of the CLC were working with, some of the NDP and some of the Liberal government were working to smash the union, that's what they were out to do. That's the best concrete example you'll have. But if I talk in generalities, it's because it's nothing new, it's been going on since it came into being. And this is the thing that's so hard to impress on people, people look at it and say, things like that, they just can't be so. But you've got to understand the nature of the CLC and what sort of a creature it is. Has any of you here seen one condemnation from the CLC at any time about the copper tariffs, or about the zinc tariffs, or about the steel tariffs? No, not one, because when they start interfering in that sort of thing, they get their money cut off from the United States.

AUCE: Could you explain?

Succamore: This legislation was legislation supported by a senator and representative, the authors of the bill in the United States House of Representatives, but the bill was sponsored by the AFL-CIO. It was dreamed up there and written up by their researchers and it was a tariff restriction, a tariff on all imports to the United States, and when we, the CCU, got hold of it and researched it and got some of the stuff from the AFL-CIO, I've got copies in my office, anything I say here I can back up. The thing is, we found out and broke it on the news here, Jack Webster and all of them got hold of it and thought it was terrible, some people on the Vancouver and District Labour Council thought this was terrible, these American unions lending their support to this legislation, and then we got this P.R. job from all these American unions. Oh no, our workers passed resolutions, and the Steelworkers pointed to their convention, in 1972, we passed a resolution calling for exemption for

Canada. But we said that didn't make much difference to us, because the legislation didn't allow for a country's exemption, it was unilateral. So they had guys in Canada telling people that they were not doing what we said, which was in effect taking their members' money from Canada, and using it, part of that duties, to enact legislation that took our jobs away. When you think of it, it's outrageous, but that's exactly what happened. (Indecipherable passage.) The person who presented the brief on behalf of the AFL-CIO was none other than the International President of the Steelworkers' Union and the President of the Industrial Union Department of the AFL-CIO. And I've got the full minutes in my office up there. And when asked specifically, asked about any exemptions for that, he said no. And people phoned up, I remember Webster specifically, I said they're lying, I've got the minutes here, I'll send you copies of it. And he phoned up Jack Moore, who was head of the IWA at that time, and he said, Jack, that's a bunch of hogwash from these flagwavers, our union voted exemption and that's full of prunes. So he took his side of it. Who were we? And we're always in that position, and we're always going to be in that position, until we get more people like you to join in and fight with us and expose this. To fight for what we believe in, and that's an independent labour movement in Canada, one where the workers control their own destiny democratically.

AUCE: Could you tell us how the York University Staff Association got started and how they got into the CCU?

Succamore: All I know is that some groups, similar to like what we got involved with AUCE, like I mentioned some people, like Madeleine Parent, I think she's quite well known back East, more than she is here, she was speaking to some of these women's rights groups, some people opposed her, I believe, and she talked to them (indecipherable passage). They involved themselves directly with the CCU in an ongoing way, and sought their help in how to organize, and as soon as they got in started a steward's training program. That was all done directly, as a matter of fact, John Lang was assistant to Ken Rowley at that time and he worked just about full-time helping them get themselves established.

AUCE: What's the nature of the relationship right now? What services are you providing them?

Succamore: They had a strike a while ago, it was over a year ago, and there was quite a lot of support, mostly helping on (strategy?). Strikes are pretty basic things, but if you've never been in one, and a lot of people haven't...the other thing is, democracy has got its pitfalls, as you're most likely aware, you try to be democratic and it doesn't allow for any action at times. But the thing is, and maybe this is the wrong thing to say, but I think we had kind of a sobering influence, because when they were all starting with us, they would say well, what do you think, they didn't have to take the advice, they weren't required to do it, but they were willing to listen to somebody else when they weren't willing to listen to some of them. And I think it was good in the sense that there were some experienced people there, that they were at least willing to kind of mediate between themselves. I think it's been a good effect on them that way. The York University Staff Association has won some arbitrations that CUPE and all these that are all on the same campus refused to take, said it's crazy. They fought all sort of things and got stuff in their contract, fighting for women's rights, they're predominantly

women, as I imagine your group is predominantly women, they're about seventy percent women. If you're prepared to take issues that those other unions weren't, that's one of the things about your group, and with SORWUC. People can criticize SORWUC until it comes out of their ears, but the fact is they've still done something that those other bug-gers never dreamed of doing, and you won't hear me knocking them on that basis. They've made some organizational mistakes, but then again in the field, the CLC ain't done too bloody great. The Textile and Chemical Workers' Union, they've won arbitrations on this surveillance, camera surveillance, first thing of its kind. I think that the CCU, if you look at the labour decisions here, from the BC Labour Relations Board and from arbitrations in the province, I think the CCU unions are represented in precedent-setting cases and fighting principle issues far out of proportion to their actual size. It's their willingness to put more of their membership's money into fighting for their rights than into anything else. But one thing we're not burdened with is high salaries. You run a union like a business, I mean, a union's got to be run in a business-like way, but not as a business, you can't equate that sort of relationship, you lose it.

AUCE: One thing you mentioned before was, when the CLC passed a motion to create more autonomy in their U.S. unions...

Succamore: Yes, I brushed on that, I was brushing on a few things, and because if you go into everything in detail, you don't know what people want to hear. But in 1974, after many years of the tide of nationalism, well, they tried in 1973, to raise a half a million dollars from their affiliates to smash the rising tide of nationalism in the trade union movement; now, can you imagine any other trade union in the world that would try to stifle a feeling of national identity and militancy in the union movement? They tried to raise a half a million bucks and fell flat on their face. So they said, what are we going to do, the workers in Trail are trying to break away, and they would have broken away but they got shafted by the Labour Board. There's all sorts of histories of those things. But what the CLC did in 1974 at their convention in Edmonton was pass a resolution saying they should have minimum standards of autonomy for their Canadian unions here in Canada, international unions operating in Canada. What was so interesting about all this was that who was holding off was unions like the Steelworkers, who have no autonomy really at all, within their constitution, look at the labour report for 1970, their locals were always under trusteeship, it was a phone call or a signature in Washington, D.C., or in Pittsburgh, and they take all your rights away here in Canada. That's the sort of example they were holding up about, many like the building trades and the craft trades. Their reaction was immediate, they just stopped paying per capita to the CLC, without any consultation with their Canadian members. Whoever pays the piper calls the tune. And Joe Morris, who was then the head of the CLC, went down to Washington, and I coined the phrase at the time, with his cap in his hand, and said please, and they said you keep your bloody nose out of our business, and we'll pay you. Well, it's my understanding that one of those unions still hasn't paid. That's the Ironworkers. It's also my understanding that just recently the Operating Engineers told them to go to hell because the CLC couldn't stop this jurisdictional dispute to the satisfaction of the building

trades. There was quite a debacle. But the building trades refused to pay any money to the Canadian Labour Congress. So you've got to ask yourself, just how Canadian is the Canadian Labour Congress? If these bloody high-priced pikers in another country can just cut off the funds? It's quite unique how we got that out on public record. I was at a debate with Len Williams of the Steelworkers, up at Williams Lake, and I made that charge, I said these bloody guys, without any consultation, they can just cut it off. And he jumped up, and said, that's a lie, that's a lie! So I said, let's hear your version. And he got up and repeated what I'd just said, he was so worked up. And we had that on tape. But, you know, how Canadian is that organization? Now, people might say, well, you know, I read something in one of your papers, and a lot of people say CCU is just a bunch of flagwaving activists, but that stuff's propagated by the McDermott's and stuff. I never waved a bloody flag in my life. But if I did wave a flag it would be the Canadian one, it wouldn't be the bloody Stars and Stripes, and I'm not anti-American. But the thing is, I don't want them bloody running and controlling our funds. The Corporations and Labour Unions Returns Act shows that over fifty million dollars a year of Canadian workers' dues money is being drained off to the United States. It's not my figures, it's the Government's figures, from Statistics Canada. From 1962, until the last report came out in I think 1976, I'll stand corrected as to the year, that's over 350 million dollars, and it's developing a trend. What used to be ten million dollars a year, when the first reports came out, in '67, they always come out a few years late, but when they started coming out, they showed an ever-increasing amount of money going down as dues. These American unions, the biggest lobby the CLC has put on in its history, is to get that legislation thrown out in Canada. It was brought in by the Diefenbaker government, they wanted some control over what money was going out to operate these trade unions and what was coming back. And these guys all say it's distortion, it's wrong, they don't charge us for this, they don't charge us for that, the thing is all they've got to do is show us the real figures. But the reason they don't, because for everything that they say, these reports don't show that they pay it back, they also don't show all the other money, in investments in Canada, and property and all that, what they get there. And this is where's the real control in the labour movement. This is why, when the wage controls came in, and the wage controls were an attack on women workers and lower paid workers and the public sector workers. I remember when I got contacted here the day that came out and there were only two union people in this province prepared to go on TV, I was one of them and a guy from the Firefighters, to come out and condemn them as an attack on the lower paid workers, on the unorganized workers far more than on the organized workers, because they don't get the sort of wage increases we're going to get anyhow, even under the guidelines, and it's an attack on women workers. We were the first group to come out and condemn that. We called for a general strike, it was the only way to stop this kind of legislation. A year later, the CLC had a one day day of protest. If we had a labour movement that was full of democratic unions, a sovereign Canadian union movement, they'd never get away with that. To my line of thinking, if I was in your group, I think this begs the question completely, what you need is a national union, for people like you, there's a vast amount of them, the biggest amount in the country, and they're unorganized.

AUCE: Let's talk about that, because it seems to me that a lot of the CCU affiliates are industrial workers, and our interests are different from industrial workers--

Succamore: I think your interests are exactly the same, but you don't get them.

AUCE: Well, I'd like to hear some specifics about what you think we can do for each other.

Succamore: Well, I think York University Staff Association is a similar group to yours. My own union has about six hundred and fifty workers at the University of Manitoba. There's a big group there called AESSES.

AUCE: Clerical workers?

Succamore: Yes.

AUCE: In CAIMAW?

Succamore: No, they're not ours, they're an independent union. We could have signed them up a couple of times but it would have meant technically raiding an independent union, but it's basically a company union set-up there. There's a union like yours there, around, that was a national union. I think we could get them into it, honestly I do, but we're not prepared to go and take them into ours because we're an industrial union with another base, and it would be opportunistic and it would be wrong. The organizing for your groups has got to come from within or you're never going to have a decent bloody union. You've got that.

AUCE: So tell us how, because I hear you talking a lot about how disreputable the CLC is. I'd like to hear what you think the CCU could do for AUCE.

Succamore: Well, I think that we could bloody help you in many ways. There's a group just joined the CCU, the Rail Traffic Controllers. They're a small group, about twenty-three or twenty-four hundred, right across the country. The CCU's helping them on the basis that we're co-ordinating committee meetings right across the country, mainly Ontario, some in Quebec, and out here, and some in Manitoba. We've been able to use our resources, meagre as they are, to help them co-ordinate things. We're going to their founding convention to make sure of all the legal stuff, so they won't be saddled with legal bills every time they turn around. Most legal bills, the only time we get legal bills in our union is for court work, most of the other stuff is easy for somebody with experience to handle. The thing is that I think that we could, you see, I might be insulting somebody here, I don't know how many people here and how advanced some of your people are in your own field of endeavor. I might be talking to a group of basic rank and file trade unionists who've not got any experience. I don't know if there's somebody here so I wouldn't like to suggest that there's nobody that's got any experience. What I'm saying is, if there is, you don't need any help in that area, but if you don't, I think we could be a great deal of help in that area. And arbitration law, and seminars, and stuff like that. Shop steward training and things of that nature. Madeleine Parent, in my opinion, and in the opinion of a lot of people I know,

is the most remarkable trade unionist, woman trade unionist, that this country's ever produced. You don't hear a great deal about her out here because she's basically from Quebec.

AUCE: Does she hold office in CCU?

Succamore: She is a member of the executive and has been since the start of the CCU. She was out here just this last week, as a matter of fact. She comes out here two or three times a year, and also goes on speaking engagements. She has a wealth of experience, especially on how to fight discrimination in the workplace, she was a lot of help to AUCE, I know that. People get ideas, sometimes they know something's wrong, they just don't know how to put it together, how do you attack it, and she's remarkable on that. I don't know, it's very easy to say, join now and we can do all this and all that, but until you can really sit down with some people and start explaining the exact problems that you may have, I think the main thing the CCU does is try to help those that need it to stand on their own bloody feet, do their own thing, basically. You know, we can say, we've got this guy over here, or this woman over there, she'll come in and work for you and she'll do all your worrying for you, you know, that's b.s., it doesn't work. You've got to go with your own resource people and control your own stuff. If I were in your lot, it's very easy to say, I know it's a monumental task, but if I was there I think I would be looking, myself, to at least form some affiliation within the CLC or the CCU, it would be easy with YUSA, we've got several other groups across the country that they've got some communication with, so I think you could go in there and get the seeds of a national union, even if it was a union at the national level albeit a very loose thing where you've got provincial autonomy, things of that nature, so that you'd have the right to secede, so that you join it, you can leave, just like you can from the CCU. With the CCU all you need to do is the executive would send a letter saying you were no longer a member and that would be it.

AUCE: About the staff rep's; are they people who come from the outside or they people from within the union?

Succamore: Well, it's a mixture. Like, most of the unions back on the railway that we have, we helped to create right from the beginning right here in British Columbia. (brief interruption). I think the question was how could we help, or who would we help, with full-time officials or rank and file people. I think that basically it's all according to what sort of help it was.

AUCE: But do you have staff people?

Succamore: The only person working full-time for the CCU is John Lang right now. We had a mandate, we had the authority to set up an office here, but basically it hasn't required one. When we set up the group in Kitimat, I along with Greg Mullin (sp. ?) of the Pulpworkers went up there, they tried in the first year and they screwed it all up something fierce, they didn't read the requirements of the Labour Code, and we went up there on behalf of the CCU, no cost to them of course, and we set that up and helped them get going, and as soon as they got certified, we had people from the Pulp and Paper Workers and from the CCU and from my own union going up there and conducting labour schools,

giving the stewards some basic training. Also, their officers got some pretty intensive training on the Labour Code, that's most important for certain individuals in the union, it isn't necessarily that important for the person on the shop floor.

AUCE: How many contracts do you supervise in B.C.?

Succamore: Well, the CCU doesn't supervise somebody's work or contract, if they're requesting help, they'll get it. Suppose your group should come in here, and say they really needed help with their organizing, and the need was here for somebody to work full-time, we'd have somebody on there full-time. Who that would be, once again, is discussed by the Executive Board of the CCU.

AUCE: I was leading to that with my other question. Is there some kind of standardization of the kinds of demands? Have you thought that out?

Succamore: No, on general principles, I think we adopted equal pay for work of equal value before any other group in the country did, things of that nature, and we passed resolutions, but resolutions passed by the CCU have no more weight with any affiliate than the CLC has in that sense. They can't dictate to an affiliate, you know, you will do this. But the thing is, there are guidelines and there's also participation in the discussion surrounding them, and then they can evaluate the worth of them. I don't wish to give you the impression that everything the CLC does is wrong, or anything, but you can't tell me particulars aren't wrong, because that would be dishonest. I do know that, if somebody wants to get a meeting together about women's rights, something like that, it has to go through the President first and then the Secretary, and I don't think those two know too much about women's rights. I know as much as they do if not more. There's a screening process being brought in because they don't want to get mixed up with the wrong people, and that's the way they operate.

AUCE: One area that we're quite concerned about is the idea of joint bargaining, and we're wondering how would a CCU union relate to CLC unions in joint bargaining, because supposedly they're totally different creatures.

Succamore: Well, it's not that different, it's different at the top, basically. But wherever there's a CLC union and a CCU union, there's never been any problem from our side, at all. The York University Staff Association, they went out and got a bigger raise than CUPE got, after they'd settled and told their people they couldn't get any more. So the administration was put in a position, what they did was turn around and give CUPE an extra one percent or something. So there's an example, one of the biggest unions in the country couldn't produce what one of the smallest did. So you've got to evaluate that, now, maybe it's not going to work all the time, but it did that particular time, because one union was prepared to fight. A lot of talk goes on in the CCU executive, especially when groups are coming into bargaining, and they're worried about the overall effect and the strategies to be planned, I think there's quite a lot of help and discussion and knowledge to back them up. I think one of the reasons I personally couldn't get more involved in your dispute at

Simon Fraser, was we had a little problem up at Endaco, you know, I mean we had about twenty-five times more people arrested than you lot, I just found it very hard, I was trying to be sympathetic and I'd like to have done something, but it's like you, if I'd come to you and said, come on up and give us a hand, you'd have said, what the hell, you know. It just wasn't there, you know, we had such a terrifying experience up there. The thing is, if we 'd been a bit naive in any way, shape or form that company would have smashed us. As it was, we came out with the biggest victory, maybe, that any mining group ever got anywhere, especially in this country. The thing is, people say if you're not a great big union you can't do it, but the support we got from CCU unions during that dispute was just phenomenal. When the pulpworkers were on strike a few years, they sent out an appeal and within a week they got something like fifteen thousand dollars. And you're talking about a very small group of people. I've always felt that theory, I think when a union gets too big, I think some breakdown between the bureaucracy somehow occurs, I've never really elaborated on it. But certainly our groups, when people are in trouble like that, they've shown a real remarkable understanding in that area, and resources have been bolstered quite a lot.

AUCE: So then what is your theory on how to win a strike? Because one of our concerns is that we're so small that we can't win a strike. But what you're saying is that there's different factors that win a strike.

Succamore: You're small, well, in our union, I think we've got the highest bloody strike record in CAIMAW than anybody's ever seen in this province, but there's a reason for that. When we went into to the mining section, the Steelworkers were always harping that they were the union that had always handled the bosses, but what they were doing was playing one mine off against the other, no common expiries, the workers at one mine didn't know how much was being paid at another one, the wages went from higher than the woods industry to about two dollars behind them. That's when the Steelworkers got in, and they're a big union, big hundred million dollars in the strike fund, but how come every time they fought the bosses they got beat. Because their bosses are meeting, the Steelworkers' bosses, and the bosses, they're meeting down here, trying to find out where they should settle the strike. We forced that recognition. In the five and a half years we've been in the mines, we've got five contracts lined up within three months of each other. The Steelworkers have been in thirty-five years and haven't got two. The Steelworkers are falling into our pattern, not vice versa. What I'm saying is, we've had to fight the bloody bosses, because the Steelworkers, they have the guys to go out on strike, they have the right to go out on strike, and it's allowed, and they do what they did up in Sudbury, only that was the biggest example of American business union treachery. And that's the best example I can give you. We've had the same thing here on a smaller scale, but the Steelworkers can't do that sort of thing here anymore, because we're here. In Sudbury, they've got a hundred million dollars in the strike fund, and they paid them twenty-five dollars a week. They could have paid them a hundred and twenty-five bucks a week. Right, they've been out there six months, they've got the negotiations going on up in northern Manitoba, and what do they do, do they tell the workers, we're all in the CLC, we're going to get all this support, we're going to tie it down and take

INCO on. No, they isolated them; they got a sell-out agreement, in Thompson, and sold out the guys at INCO. That's what they do every time. The Autoworkers have done it, the Steelworkers do it, and that's what all these bloody guys do.

AUCE: Is the GEU doing it?

Succamore: The GEU? The Government Employees Union? The Government Employees Union, I think Fryar, they set up this national union of government employees, I think there's some serious problems that's going to arise, and Fryar's consolidated this pretty good, you know, talk about democracy, they need a two-thirds strike vote. And that takes away democracy straight away. Things of that nature, he's got unilateral powers. I think that doesn't bode well for any worker when their executive has got that sort of authority. I can act unilaterally in my job as CAIMAW's national secretary, but (incomprehensible) not like him (?).

AUCE: I'd like to pose a potential problem in our joining the CCU. In all of our struggles and strikes, we've really needed the support of other clerical workers, clerical unions and public sector unions. And we've had our problems getting that support as an unaffiliated union, unaffiliated to the CLC, where most of those unions are. Would we not have even more problems if we were affiliated to the CCU with those particular groups?

Succamore: Well, I've never found that, and we're faced with the same thing. It's not that at all. I think that what happens within the CLC unions, they don't give any more support to them than they do if you're outside them. There's been several strikes that CUPE's been involved in, for instance, at universities, and I don't think they got any more support, as much as what you did, as a matter of fact.

AUCE: But perhaps we might even have less, if we were affiliated.

Succamore: I don't think so, I think it's a matter of getting your message across. I mentioned to about four or five every time I spoke to them about your strike, that may not seem like much, I thought there was one mistake, and I think the clerical workers tend to do it every time, they talk about percentages and so much a month, and the working classes understand dollars and cents an hour. And you come out and instead of saying to them we're only getting four per cent, work it out and say we're only being offered this, that's what they'll understand. You talk about percentages, on figures, they're abstract, you know, four percent of forty thousand is not bad, four percent of four thousand dollars ain't very good. I said that as much as I was up to the neck. I talked to about four or five people that phoned me for an opinion on something, through that strike, and every one of them have said, every time they come out and they put a lovely leaflet out, and it says four percent, instead of saying what it was in dollars and cents an hour. I think you can get a lot more understanding with little things like that. That monthly thing, that whole syndrome of approaching things like that was put there to keep office workers segregated from the working class. White collar workers and blue collar workers. And if we could get rid of those bloody things, the more we'd all understand what you're fighting for, and so would

everybody else. I think the CCU has taken better positions on trying to distort that, like, YUSA's fighting a grievance on the basis that a person can come to work there as a janitor or something and get seven or eight bucks an hour, and yet a person with all these clerical skills can come to work and get six bucks an hour. The evaluation there is crazy. It's because it's a woman, that's what it is, it's not fooling anybody, that's how it got there, and I think we've got to work to eliminate that, and I don't think the CLC has ever taken a good crack at that stuff. You've got to make sure people understand the issues. We were fighting a company that was paying millions of dollars up there, the press was playing up all the violence up there, we had to try to combat that up there, the fighting was up there, keeping the bloody troops up there, it was a day and night experience, and we won the thing. But we had good support from most people in the trade union movement. And you'll get good support, because they can't come out against you if you've got the right issues. Most of our strikes have been pretty principled issues, fighting, and you've got to identify the issue, because if it's just a matter of fighting for another half percent, or another one percent, you've got problems right away. You've got to fight for an issue. YUSA, the accomplishments are good out there, but they've had quite a lot in the contract language, in the last few contracts. If you look at contract language in most of ours to what they were, most of the contracts we've got are inherited from supposedly big powerful unions, that have all this backing. Where's all this backing got the Adams strike?

AUCE: Can you tell us a little bit about the NorthAir(sp. ?) settlement, at Squamish?

Succamore: To give you an example, George Goby (sp. ?) even his own close friends now, that ridiculed a statement from me that I said he gets paid by them, agreed that he does, they issued a statement that the NorthAir rates were ahead of CAIMAW's. Our's had been negotiated, so they came and piggybacked a few cents ahead of it. But what they forgot was that our guys get a dollar an hour more if they don't miss a day. It was something that we hadn't negotiated, so we never claimed it was ours, it was something the company had instituted, and it saves them money, believe it or not. If you analyze our contracts, vis-a-vis Steels', ours are better contracts than theirs. Wages, working conditions, grievance procedures, all the revolutionary changes in those things. They keep claiming they do it. You see, you're fortunate, in a sense, that you're a Canadian union, because it's the craziest thing in the world to go into an American union. I can see, if somebody thought you could work in CUPE, well, that's your business. But what you've got to be careful about doing is thinking that you have to do something. If you think you have to do something, it means you're losing your confidence as an organization to conduct your own affairs. And then you're open to suggestion, well, if we can't do it, well where can we go, and the appeal then is to some great big thing that obviously can do it. I think you've got to be careful about that, sapping your own energies and your own confidence. Because there's no doubt in my mind that you can exist as you are. I don't think you're ever going to fulfill expanding and building the sort of organization that's needed in that industry, the way you are. You've come a long way in a short time, don't overlook that. You've got the achievements, and if you look back at some of the other unions, what they've been doing, the resources they have, you'll find out yours compares reasonably well.

AUCE: All of the AUCE locals are on campuses with CLC unions representing other workers. I wonder if you could comment on what you think this would mean for AUCE if we affiliated to the CCU.

Succamore: What would it mean? I don't think it would mean a great deal. In real day-to-day terms, I don't think it means any more than a group that was unorganized that becomes unionized. You know, was there any great change in your relationship when you joined AUCE? And you were previously unorganized? It's not a big deal, and the only people that are trying to make it a big deal are people who are trying to take away your confidence, saying we've got the bill of goods for you; we've got a pre-owned car instead of a used car. As I was saying before, look at the Adams strike. I was out at a CUPE demonstration out there in Delta, it was quite a good demonstration, and there said there's people from different strikes there, we had two or three from the Endaco strike was on, and then they got this young woman there from the Adams strike, and she got up there and spoke, and what she said bloody brought tears to my eyes. She said, I'm glad that the BC Fed has pledged all their assistance, I'm glad that you're going to get that, they did it with us, unfortunately with us, it hasn't meant anything. Now she didn't mean that the way it sounds, but she was speaking right from the heart. And that's not to knock some of the efforts that a lot of people do.

AUCE: Have they not supported them at all?

Succamore: You're talking about the Adams strike? Well, there was a lot of problems, they went out on strike, they needed a lot of help, there wasn't any help, they had no help from their own union half the time, but these guys came to us, and we said, look, if we're seen around there, everybody will blame us for it. They were at a quite a few of the postal meetings, that's how I got to know them. It's quite heart-rending, some of the stories. One guy got sent to jail for six months, and he didn't even do it, he wasn't even there, well, he was near there, but he didn't do it. And you know, he belongs to a big bloody union in the CLC. And they had an incompetent bloody lawyer. I got a call from a friend, and I said you can ask me and if I can give you any advice, I will, but don't let anyone know, because they'll just use it against you, and do the opposite. So he said, this guy didn't do it. And I said, that's the history of guys in jail, there's some that did do it and some that didn't, and even the guys that didn't do it are still there, there's nothing new in that statement. But he said there's another guy that did it and he's willing to swear it, but he's scared of getting nailed. Well, I said, he can give evidence under the Canada Evidence Act, and he can get out, I'm certain of that. Do you know that nobody had told them about that? And do you know that their union knew when their guy got nailed that first time and they never did anything about it? And they're in the CLC. So what bloody good, I mean, there's a lot of people in the CLC who could have helped them, what I'm saying is, it's not an automatic key, you don't just put it in the lock and turn it and all these things fall out. It just doesn't work that way. Most of them are up to their ears in their own business, and it's very difficult.

AUCE: I heard a similar story about one of our former members, how she'd been fired and the lawyer they gave her was totally incompetent, he met her in the morning for coffee or something, and flirted with her, and she

eventually lost her case and was fired. And this was taken to an appeal to the LRB at the time. It was just total incompetence.

(There follows here a repetitious discussion of the legal case of the person arrested at the Adams strike.)

Succamore: The thing is, all the good unionists will support you, regardless of affiliation.

AUCE: You mean there are good unionists and bad unionists?

Succamore: Oh yes, you'd better believe that. The thing is, you know, look, maybe the best way to explain this, in 1966, I was a steward at (?) Electric, predominantly women workers out there, and there was a bloody wildcat affair, contract negotiations, and all the fight out there, five or six hundred people picketing the place out in Burnaby, twenty-six charged with contempt of court, hundreds arrested. And that was where I got involved in this fight, and I said no bloody way, because the union movement was behind us, and what sold us out was our international president down in the States. He phoned up the bosses of the bloody company, and said okay, just tell the BC Fed to get out, and the Fed came to us, called a meeting, Ray Haines was down there, the head of the BC Fed, Len Guy, who was then one of the vice-presidents, called us in and said we can't do nothing, we've been told to get out. That's when I got involved and said I'll never belong to another union if I can help it where we don't have control. That was the International Brotherhood of Electrical Workers.

AUCE: I have two questions. The first one is, how do you respond to the criticism of the CCU that your membership is based largely on raids of CLC unions?

Succamore: Well, you've got to analyze that a bit before you look at it. First of all, the Canadian Textile and Chemical Union, the founders of it, built the bloody Textile Workers of America Union up here in Canada, and because Ken Rowley and Madelein Parent would not sign a sell-out agreement, when a fellow called Wade Cranner (sp. ?) who finished up in jail for stealing his membership's funds, come up here to do a sell-out agreement, in 1952, with Dominion Textiles, to sign an agreement that was worse than the agreement they had on the table when they went out, because he wouldn't do that, he got fired from his position of Canadian director, and then he took some of the old locals, that he'd organized a lot, him and Madeleine, so they took some of them, and then they had the audacity to call that raiding. The pulp mills, like the mines in this province, they're doing a sell-out agreement. You don't get a chance to organize them, the bosses organize them with American unions. So then when these workers get there and they get shafted, and they want a union of their choice, then we get called raiders. This is what we're fighting in the pulp mills. These guys are invited in. Pat O'Neill of the old International Pulp (?) Union was invited in, come in there, sign an agreement, no workers on the job. Then they have a union that's not going to fight with them, they say it's great. I say they'll be raiding, and there has been, and it's more or less particular to the North American continent. It's only prevalent where there's business unionism, where people are out to get dues dollars and not do a job.

That's where you get raiding. You've got some of the biggest raiding going on right in the house of labour itself, as you call it. The carpenters raid the (?), the electricians raid the pipefitters, they've got special jurisdictional boards set up in Washington, so they can go down there and argue about it. It's true and it's downright degrading. And if we've got to do that, we've got to fight the bosses to get decent conditions and wages in the mines, you've got to overcome all that, and it's very hard, because people are a bit cynical in this day and age, they say, well, maybe that's the way it's got to be done.

AUCE: I have another question. The second one's a little bit broader. You did mention the idea that AUCE could become some kind of base or catalyst or whatever for a national organization for clerical workers. I was wondering how you see that kind of thing happening. A couple of questions, I guess. Why hasn't CCU put more energy into organizing in that field, and if AUCE were to join and we were to do it, how would this work, would we have paid organizers going to other provinces, would the CCU have contacts with groups of women in offices who want to organize and then would somebody from AUCE, say, take it on?

Succamore: Well, how it would actually materialize would be speculative, but what I say is, there's a void, and it's not filled up by any of the present unions regardless of whether you want to join the CLC or not, and the void is a union for clerical workers working for universities. There's very few of them organized, it's my understanding, basically, by and large, across the country. Some of them are in associations, a lot of them in Ontario, (break here for change of tapes). The big breakthrough about the dues check-off came in Manitoba where it's a provincial law, where you've got to pay dues, it's the only province in the country that's got that. It would be an easy thing to accomplish in a country where every worker has got that right, although it's under federal jurisdiction it would be easy. I don't know how it would materialize, but I do know that we get constantly people from various universities, and there's quite a lot of them attend our conferences, and stuff like that, and we go to speak at various universities, to different groups, and I think the contacts there would be made. But I see, you've got a base here, YUSA's got a base there, but I'm not remotely suggesting that we'll start one union up with you two there, because I think it would be wrong, I think you've got to start spreading out and encouraging others, but I think that within the CCU, you could see the form, some kind of alliance or an affiliation, where you have some joint exchanges, stuff like that, even if it was only doing it at the time of the conference, at caucus meetings, stuff of that nature, exchanging material. But the other part of your question, is the more important one, is the way the CCU looks at it. We're not an organizing organization. We've never been set up to do that, we're not funded to do that. We're funded to help other people to help themselves. We've had a lot of bankworkers coming to us, and we said no, they should go and join SORWUC, we didn't want to get involved in that thing, so we urged them to go and see SORWUC. Because, we said, they're into it, we felt it would have been opportunistic and wrong for us to do what the CLC do, for instance, stab them in the back, basically. We thought that was wrong, if the CLC had any brains at all, they could have got with sugar what they couldn't

get with vinegar. They're big enough to get enough plants in there to put the organization over. But they were so dead set on having their own way about everything. I think that when we've talks with different groups like that one up in Saskatchewan, they even said, could CAIMAW give them a local charter, and I said we could do, but would it be the right thing to do? I said if we did, it would only be on the basis of getting you organized, so that you could work with other people and set up your own group, or get together with one of these other groups. I think it would be wrong for our union, we've had all sorts of people coming to us, saying we want to join your union, and it's still too easy a way, they're looking for an easy answer, and it's not an answer to the problem at all. We're an industrial union based in the mining industry, and we've got more than enough problems, but that doesn't stop us, for instance, we just passed a resolution at one of our CAIMAW conferences, supported by the CCU, that we're going to give some organizational help to the Farmworkers. We have a couple of organizers, East Indian guys, they're well recognized in the East Indian community, they want them, they want their own people, so we'll fund the organizing there for two or three months, this summer.

AUCE: You've talked a lot about dues drain-off, per capita taxes going down to the States, and I'd like to find out what happens to your per capita taxes, a general breakdown on where the money goes to.

Succamore: You're talking about my own union?

AUCE: No, the CCU.

Succamore: Well, the CCU has got one full-time person, about thirty thousand members in the CCU, up til now it's just been twenty cents per capita, when somebody's on strike or something like that, they don't pay, at least those workers on strike. But basically it's in organizational help to affiliates. They've built up a small treasury. But most of the work on raising funds for affiliates who are on strike is done through the affiliates, keeping them aware of the struggles going on, especially when there's real principled issues, we'd try to propagate information on that struggle.

AUCE: So would some of that be going towards publications?

Succamore: Publications, and the newsletters come out, and the executive are kept up to date on various happenings in the labour movement. Also kept aware of proposed legislative matters and how they'll effect people, how they're going to effect labour law. There's a lot more work that could be done, but the thing is that, the CCU delegates to the convention have basically taken the position that there's a co-ordinating centre, research for the affiliates, but it's not an organizing body as such. We co-ordinate and help people to organize, and in the case where people want to know their rights, like breaking away from a union or they want to set up a union, we will do the legal procedures to make sure they're established correctly, things of that nature. We would have people available immediately to do that, and they would mainly come from the affiliates themselves.

AUCE: I notice that you pay things like fringe benefit premiums for striking members. Does that come out of the per capita?

Succamore: No, there's no money, there's no strike fund in the CCU, it's not geared to that. The only money, as I say, like when YUSA was on strike, there was an executive board meeting, and I think they voted something like five hundred or a thousand dollars to them, an immediate one because it was something that was going to do some immediate good to them. But the call went out then to the affiliates. Actually, the YUSA people, they made money on that strike. It's not very well known. It was one of those things, it looked like it was going to be a lot longer, there were a lot of professors there, they were going to work and they were that shamefaced they were handing in cheques. You know they co-ordinated the activity and the information out of it very well, I'm told.

AUCE: You're from CAIMAW?

Succamore: Yes, I am personally the National Secretary?

AUCE: Have you made any attempt to organize the clerical workers in your bargaining unit?

Succamore: Yes, we've organized the workers at, Bethlehem (?) Copper were unorganized, Kenworth, we've got some small data-processing group at Kenworth, it's one of these classic situations, where the boss fought it, and the labour fought it, and then the classifications (?) went to arbitration. We tried to get the right to strike, you see, when they shut the plant down, the labour board, they can react very quickly when a boss shouts, we had them right dead, you know, and those women hadn't been getting a raise, so we had to plan that. I don't know how it turned out, we had a meeting yesterday, we're calling for a one day work stoppage, to force them to negotiate, to get the arbitrator's decision out. It's not illegal under the Act. There's a lot of things you can do, that are not illegal. And we try to exploit those sorts of angles.

AUCE: So you do have the clerical people as part of your bargaining unit?

Succamore: Yes, as part of that shop. It's one of those things, it's an industrial plant, we've never gone out of our way to say we're going to go and organize the office workers in that plant, but what we have done is try to build contact with them, build solidarity. In a few cases, we've tried to get together and find out what's going on. You usually find, in real hard-nosed companies, the people in the office know what's going on, they can see the lies and deceit going on, and they just rebel against it. But I think that if there was a Canadian union in that field, and people wanted that, we would have encouraged them, but if they come to us, what are we going to do, tell them to go where? We could go and sign up the workers down at Miranda, down at Annassis Island, the office workers there, they're in the OTEU. They came into my office one day, and I told them to come back a week after, they were really serious about it, and they came back, and they all signed up, and then they got some concessions from OTEU, and when the vote came they voted to stay with them. Only by one or two votes, but you know, their consciousness just wasn't high enough to understand that playing games like that doesn't really accomplish anything. Now they're right back and they want to do it again, but you can't take that attitude, because some people, there's not as much traditional

background to unionization. In traditional industries like mining, people tend to look and say, they've got a real tradition of unionization. That was true in the underground mining, but in the open pit mining, there's no real tradition. There's all sorts of people working there that have no experience at all, they've just come out from MacDonal'd's or some place, and they think it's wonderful to go and make nine bucks an hour, when they were only making three bucks an hour before. It's pretty hard to get through to some of those people.

AUCE: They think the boss is generous.

Succamore: They'll tell you so. Unfortunately, old Rowley used to say, you get ten people together, and sure enough two of them will turn out to be rats. It was a rule of thumb but it's a pretty fair one. You can get ten people slogging their guts out working for something, and get two people or one person, they undo a lot of the good work and really upset the whole apple cart. It's annoying but it's nothing new.

AUCE: That reminds me of one of our local jokes, we're always saying we should mail the newsletters to management, personal copies, because they always get copies anyway.

Succamore: Even at our meetings, there's a few plants, but most of the plants know, by the time you phone up to tell them the results of a strike vote or a vote on a contract they already know. So it's not just your place, don't think that, it happens everywhere.

AUCE: During the YUSA strike, I was told by (name unclear) that they had support from a lot of CLC unions, the UAW were on their picket lines, and sent in donations, the Teamsters were helping them during the strike, and she named a lot of others. She said the funny thing that happened was that the head of the NDP there called them up, and, I don't remember the man's name, but he was invited to come and speak at the picket line, at a big rally, he called them up and said, you're a CCU union, aren't you, and they said yes, and he hemmed and hawed a little bit, and she thought, oh here it comes, it's what I thought, we wouldn't get support, and he said, well, who else is supporting the strike, and she said, oh, the UAW and the Teamsters, and so on, and he said, oh, great, well, I'll be there.

Succamore: Well, that's pretty typical. You know that, in our strike, this one union, two unions that tried to strikebreak, they're both from the CLC, and both of them got a hard time from the CLC on it. I'll give them their due on that. We follow the CLC picketing policy, and have no problems with that. I've been in the room, personally, where the Secretary-Treasurer of the BC Fed, Len Guy, and later it was McIntyre, and since then, Kinnaird, and they've laid it down like the Steelworkers, that they've got to adopt a principled position. You shouldn't have to tell a union that in the first place. I don't think you'd have a problem with that. Our union gets terrific support from most people, there's two unions that don't, and we've been in conflict with a lot of them, eleven different union members left different unions to join our union, but there's only two of them, and that's the Steelworkers and the Operating Engineers. That strike we had, lock-out and four and a half months of a strike at Gibraltar, our members voted themselves to tax themselves six hours dues to pay for the Endaco strike, that was the same company operation, they got more than that back because they got a five

percent raise, the company paid for the money in the long run. But they sent over eighty-odd thousand dollars of their own dues money. Didn't come from our national union, it went straight from that local to the other one. And during that period the Operating Engineers raided them, and they raided them on the basis that, why be a weak little union where you've got to do that, join us and you'd only pay two hours. And there were four hundred and thirty workers there. And with the help of the boss they hired a bunch of people from them, they hired Operating Engineers supporters, put them in there in different parts of the plant, and the total cards they got signed up was sixty-five. And most of them were new hired, that the bosses put in there, to try and smash them. I got the information and sent it to the Fed, and said this is one of your affiliates. They told them it was terrible, but they don't throw them out for it, which is what they should have done.

AUCE: Something similar happened when SORWUC was on strike at Bimini, where the Retail Clerks tried to sign up the bartenders. And when the BC Fed found out about it they just jumped all over them.

Succamore: I talked to Guy, and so did Jack Munroe, and if you look back at the press reports, the two of them, both Munroe and myself issued statements on it, and I got hold of Guy, I tried to get him on the Friday I think it happened, I got on the phone and left a message for him, he phoned me first thing Monday morning, and he said those guys will withdraw that application, or else they won't be in the Fed, that's what he told me on the Monday morning.

I'd just like to say something before you leave. Just a couple of weeks ago, there was an article in MacLean's magazine, it was about the Oil-workers setting up this new Canadian union. I won't go into it, there was quite a bit of detail, they talked about Neil Rimer (sp.?), the grand old man of the Canadian petroleum industry. And that guy's another rat, who's trying to break a strike in Montreal that CCU affiliates are in right now. The point I'm making is not so much, but that the person who wrote the article was saying she made the startling revelation twenty years ago that this is the only country in what's referred to as the free world, that had a union movement that was controlled from outside its boundaries. If you read the article that John Lang wrote, I don't know if they've printed it yet, he said it may have been startling to her but it certainly wasn't startling to us. Ken Rowley said that twenty years before she did so that's forty years ago. But the thing is, you cannot divorce effect unionism from democratic unionism. You cannot do it. People will tell you contracts like what the Teamsters have got, they've got some good contracts on the long haul. But they've got hundreds of certifications around here with some of the worst wages and conditions at any plant. It's a tough business union. Join us and forget about where your dues money goes, we'll look after it. We're tough and rough and we're gangsters and all that. Our fight is a bit different. It's maybe not as high profile and not as exciting, you get called all sorts of things, nuts, flagwavers, and all that, just for fighting to expose the corruption in these unions and fighting for something decent. And there's nothing easy about it. But the thing is, you've got a bit of bloody self-satisfaction, because you're bloody doing something that's positive and in the best tradition of the labour movement. If you join the CCU I can't say that you'll see any startling bloody changes overnight or anything like that. But one thing that we can learn from you

just like maybe you can learn from us. You can learn a lot from sitting down with people that have got basic honest trade unionism, and hearing one another's problems and how to handle them, sorting out greivances and stuff like that. I think that that's the real strength in the union movement. Whether some people try to push forward that the CCU is trying to get all the unions to switch their allegiance from the CLC, which is kind of a naive approach, but the thing is we are becoming a catalyst in the labour movement, we've forced them to clean up their act a lot, but it'll never be cleaned up properly until we've got a democratic independent union movement. And people can talk about autonomy until it comes out of your ears, it's the most prostituted word in the labour dictionary, it doesn't mean anything. What we want is independence. We've got to have our own labour movement. And that's what we stand for. And I think you'd be better off maintaining your own position and joining with the CCU. It's not something you've got to join and stay if you don't like it. I think it's well worth your consideration and I think you should seriously say, well, look, what's the worst thing that can happen to you?

AUCE: Is there a new member initiation fee?

Succamore: No, just a twenty-five dollar fee for the organization. And then twenty-five cents, as of January 1st of this year, per capita per month. And then of course, if there's any, a lot of new organizations, it wouldn't apply maybe in your case, but like these Rail Traffic Controllers, they joined and their per capita taxes were waived until they got their union functioning. That's why the CCU has never built a great treasury, it's not supposed to, it's not funded to build up a great treasury, it's funded to keep the structure intact, and to be available to help.

AUCE: Could you just explain the B.C. Council? I understand that it was a graduated, that there was one fee to the provincial, and...

Succamore: I'll give you the case of CAIMAW and then you can follow it very clearly. We're affiliated to the Council, whereas the national body is affiliated to the CCU, so the members of the locals are basically affiliated to it, but to the Council, it's a bit more grassroots in the sense that each local affiliates. And the national union, if it wants to send officers to there, they have to join as a national to send delegates there too. The CCU B.C. Council. So in my own union, if I want to go there, all the locals have to affiliate as locals, the national union can also affiliate to the Council, because otherwise who would I be going there representing? I'd be representing the national union membership and the others would be representing all the locals. So that we are affiliated as a national union, we pay a hundred dollars as a flat fee, all the rest of the locals pay on a graduated scale, up to about two hundred and fifty I think it's twenty-five dollars, three hundred and fifty or four hundred, something like that, it's fifty dollars, and then seventy-five dollars, that's one fee a year, that's how that is. All the unions that are affiliates here in BC, I think every one of the locals is affiliated to the Council. We usually have two meetings a year on that, one in the spring and one in the fall, and one is always here in Vancouver because it's a central spot, and one is in Prince George, Prince Rupert, Nanaimo, something like that, to try and get into the various areas around the province. So the locals that maybe don't always send a full delegation from there, at least they

get a chance to do it that way. And it's good for the delegates, too, because you get up into those areas, and you get a bit more understanding of what the problems are.

AUCE: How are the delegates selected?

Succamore: The delegates are selected by whatever way is prescribed, the amount is set out, in the bylaws, one every two hundred or something like that, I think it's a maximum of five or six or something like that.

AUCE: I'm confused again. The constitution described the per capita ratio ...

Succamore: Yes, the per capita ratio for sending delegates, to the CCU convention itself, but we're talking about the B.C. Council. And then, your locals, if they were affiliated to the B.C. Council, each of them would decide how they were going to elect their own delegates, of course. It's the same with the CCU national convention, the same like the CLC, that lays down how many delegates per affiliate are allowed, but the affiliates work it out for themselves how they elect people.

AUCE: Is the fee to the B.C. Council based on per capita, the graduated scale, is that based on your membership?

Succamore: Yes, on your membership, in each local. It ranges from twenty-five to a hundred dollars, that's the maximum.

AUCE: Is there a travel fund, as well, to fly people down?

Succamore: No, the only thing, the people that are elected, like the Chairperson, the Vice-Chairperson, the Secretary, like in my own union, (name unclear) is the Chairman of the Health and Safety Committee, she's also the Vice-Chairperson of the B.C. Council, but our union's never submitted a bill to the B.C. Council for her work. Many of the affiliates pick them up, but many of them don't have that sort of funding, so therefore that funding is there to do it. We have, also, a booth at the PNE every year, that the B.C. Council sponsors and runs. We've had that lung-testing equipment down there the last couple of years, stuff like that.

AUCE: I'd like to suggest a topic. We're five locals, and it seems to me that we're dissipating our energies. It seems that if we were one local, we'd have more money and do some more organizing, and be more aggressive.

Succamore: I think that you're wrestling with the problem that just about every union does, how centralized you allow your organization to become. In my own union, we've allowed it to become very centralized without losing any local autonomy. So have the Pulpworkers, although ours is slightly different from theirs. But it's all according to the amount of service you want to provide. CUPE's got one hell of a problem, because they've got real big units and real small units, a lot of their people left them in Alberta, over this very question, and they've got a continual problem with staffing it. But I think as organizations grow, you've always got the problems of growth, and some of them are healthy problems and some of them are bad problems. I think people are silly

if you don't set up your provincial or your national office as a resource centre. It saves a lot of duplication of work. But you've got to be careful, in giving that sort of authority, you only give it authority to do service for you. I think that in the CCU we've got a pretty good handle on that, because of the problems we've all been through ourselves.

AUCE: I'm confused again. The per capita ratio...

Succamore: Yes, the per capita ratio for sending delegates to the CCU convention itself, but we're talking about the B.C. Council. And then, your locals, if they were affiliated to the B.C. Council, each of them would decide how they were going to elect their own delegates, of course. It's the same with the CCU national convention, the same like the C.C. that lays down how many delegates per affiliate are allowed, but the affiliates work it out for themselves how they elect people.

AUCE: Is the fee to the B.C. Council based on per capita, the graduated scale, is that based on your membership?

Succamore: Yes, on your membership, in each local. It ranges from twenty-five to a hundred dollars, that's the maximum.

AUCE: Is there a travel fund, as well, to fly people down?

Succamore: No, the only thing, the people that are elected, like the Chairperson, the Vice-Chairperson, the Secretary, the Treasurer, the Health and Safety Committee, she's also the Vice-Chairperson of the B.C. Council, but our union's never submitted a bill to the B.C. Council for her work. Many of the affiliates pick them up, but many of them don't have that sort of funding, so there's more that funding is there to do it. We have, also, a booth at the PNE every year, that the B.C. Council sponsors and runs. We've had that lung-testing equipment down there the last couple of years, stuff like that.

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MINUTES OF THE MEETING BETWEEN THE AUCE PROVINCIAL EXECUTIVE AND CLC
REPRESENTATIVES LARRY WIDEN AND WILLIAM SMALLEY.

SEPT. 14th, 1979

- NOTE: The minutes are taken from notes by people attending the meeting. A transcript of the meeting cannot be included because the tape was damaged.
- CLC: gave a brief outline of the CLC history and explained the Congress structure.
(William Smalley) said that 'there is an agreement that the few overlaps of jurisdiction are o.k.' and 'under the CLC Constitution OTEU, CUPE and BCGEU have that jurisdiction'. He explained that 'the policy of the CLC is that there are too many unions and too many jurisdictional disputes' & this results in a situation where 'all unions are warring with each other'. He also mentioned that the 'question of efficiency is involved'. The CLC 'tries to encourage mergers and amalgamations so that there will actually be fewer unions'. He said that 'it is unlikely, not saying impossible, but the only way to negotiate a merger with one of the other unions'. Smalley said he had met with Ray Mercer, the Regional Director of B.C. area of CUPE who is 'willing to talk with AUCE'.
- AUCE asked if all 3 unions mentioned were in the CLC separately when it formed in 1956.
(Suzanne Marria)
- CLC (WS) 'OTEU and CUPE were, but BCGEU was not'.
- AUCE 'How did BCGEU get in separately?'
(Joan Wood)
- CLC (WS) Responded by explaining that there are a number 'of Provincial Government Employee Unions all across Canada' 'The Executive Council recognizes that direct civil servants of the Province could be taken as a group, that is the best I can do, it was a decision made by a Council of 40 people'.
- AUCE 'Why didn't they join CUPE?'
(Jenny Somero)
- CLC explained that CUPE members are mostly Municipal and BCGEU members are Provincial
(Larry Widen) said that BCGEU's tie to the CLC is through the National Government Employees' Union.
- AUCE (JW) asked if there were other alternative ways to join the CLC
- CLC (WS) suggested that we join CUPE
- AUCE asked who made the decisions at the CLC about affiliation.
- CLC (WS) 'The Executive Council'. He repeated that it would be unlikely that we would be accepted as AUCE. He went on to suggest that we look at the example of the Fishermans' Union who were refused affiliation status by the Executive Council. It took 'huge lobbies and years of work at Convention before they were accepted, eventually they swayed the opinion of the Convention, now if you think you have that kind of support'

2.....

AUCE How do we affiliate with CUPE?
(Colleen Bostwick)

CLC (WS) CUPE is willing to be flexible. They will look at one big local or several' He offered to set up a meeting with CUPE.

AUCE (CB) said she had understood that the ferry workers are affiliated to BCGEU and then to the CLC via BCGEU. She asked if that was possible for AUCE.

CLC (WS) 'that depends on BCGEU. Possible'.

AUCE said that under the CLC Constitution a union of the same jurisdiction (Lid as a CLC affiliate could join intact is they got permission of the Strand) already affiliated unions.

CLC (WS) 'You can do that if they (OTEU, CUPE, & BCGEU) let you, probably the Executive would o.k. it. But it is unlikely that they (the other unions) would allow it.'

AUCE asked about the benefits of joining the CLC

CLC (WS) 'you would be at one with the majority of organized workers in BC' and 'entitled to affiliation to the B.C. Federation of Labour and to the Local Labour Councils'. He mentioned that 'affiliation as a provincial organization does not entitle AUCE to maintain its Constitution' Cost would be 25¢ per member per month and this goes to the CLC in Ottawa. Regarding legal assistance we were told that 'an affiliate would not expect legal fees to be paid unless the case was of interest to more than one affiliate'

AUCE asked if there would be any chance of being refused because of protest of an existing affiliate.

CLC (LW) asked if we meant 'Could BCGEU, for instance, cancel that decision as a BCGEU convention', he said he had never heard of this happening, although 'some unions have been turfed out by larger unions'

AUCE asked about the possibility of strike fund support

CLC said there was no strike fund in the CLC, however the BC Fed has a Defense Fund which AUCE could request help from (if it became a member of the Fed).

AUCE asked is the next step would be to meet with the unions and discuss terms of merger.
(Lisett Nelson)

CLC (WS) 'yes' He again offered to set up the meetings if that would aid us
(LW) 'You should decide if you want to keep your 5 local structure before you meet with them.'

AUCE (LN) 'What would be the difference?'

CLC (LW) 'Now you are all autonomous'

AUCE (JW) asked how likely it would be that AUCE would keep its own structure.

CLC (WS) 'your structure would be negotiable'

AUCE asked if it would be possible to join BCGEU and keep our own constitution as the ferry workers did.

CLC (LW) explained that the ferry workers are a 'special case' and that they have a 'separate constitution and by-laws and a letter of agreement with BCGEU dealing with things like money matters'.

AUCE (LS) asked if we could join BCGEU and 'have a guarantee that the Convention could not swallow us up'

CLC (LW) 'You can affiliate with BCGEU and set up a contract such that if the terms of the contract were broken the contract would be void, but the CLC could forbid BCGEU to affiliate with you.'

AUCE asked about education resources.

CLC told us that shop stewards' manuals are published by the CLC, but the affiliate must purchase them from the CLC, but most of the educational material is free; films and pamphlets are available to the CLC affiliates. There is a 1 week-end seminar each winter on general issues in the labour movement. There are several more during the year on special topics. In addition there is a week long school at Harrison Hot Springs. No request to go to labour school is refused as long as finances can be arranged. The local arranges to pay or not to pay for room and board and lost wages. At the present time the CLC provides scholarships of 100% for any second member sent by any local. The number of scholarships varies with the demand. If the popularity of the school were to increase dramatically the CLC could not continue such a generous scholarship system. The schools are about 75% rank and file attended. The rest of the students are either business agents or elected union reps. The % would vary with the subject material. 'In a course on arbitration you will find mostly business agents, it depends on interest.'

AUCE (Hester Vair) Said that in AUCE stewards are encouraged to do much of the work in grievances up to and including the arbitration.

CLC (WS) said that in most unions the steward does a great deal. 'When expertise is needed for arbitrations and contract work they turn to people who know about these things'

(LW) 'CUPE uses the National for arbitrations and contract work, of course you can use your own if you have the treasury'.

AUCE asked how to become a member of the Fed.

CLC told us that directly chartered locals are intended to aid unions with problems. 'It is a transitional stage'; an area is particularly difficult to organize in areas where other unions cannot. 'Normally when the new local is strong it is expected to merge with another affiliate in its jurisdiction. It is not meant to be a permanent jurisdiction'. The Optical Workers are at present a directly chartered local. No one else but the CLC could organize them; 'the employer is archaic and they never would have been organized if an affiliate had to do it'

AUCE

questioned CLC about the problems CUPE is having at UBC where the local there is under trusteeship.

CLC

said that 'under most circumstances the CLC does not get involved in internal affairs of affiliates; CUPE will work it out for themselves.'

* * * * *

Correspondence between CLC and AUCE re affiliation follows on next page.

CORRESPONDENCE BETWEEN CLC & AUCE RE
APPLICATION FOR AFFILIATION

CLC
2841 Riverside Drive
Ottawa, Ontario

25th June 1979

Sisters & Brothers:

We, the Association of University & College Employees, of British Columbia, wish to affiliate with the Canadian Labour Congress as a 'Provincial Organisation'.

This decision was made at our 6th Annual Convention, held on the 2nd and 3rd of June in Vancouver. The decision comes after years of investigation and debate and was made in the belief that all unions in Canada should be working together for common goals. While we value our independence, we abhor our isolation.

We have, at present, about 2800 members in five chartered locals. Although our numbers are small, we feel that we have played a significant role in British Columbia labour.

Two copies of our Constitution have been enclosed for your information.

We trust that serious consideration will be given to our application and hope to hear from you in the near future.

In Solidarity

(Signed)

Sheila N. Perret
Sec. Treas., A.U.C.E. Provincial

Sheila N.L. Perret, Sec. Treas.
Auce Provincial

20th August, 1979



(Signed)

Dennis McDermott
President

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) specialixed 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.

GAINS

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 lessen their conditions or force a more reasonable 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

TRANSCRIPT FROM THE MEETING OF THE AUCE PROVINCIAL
AFFILIATION COMMITTEE WITH CUPE REPRESENTATIVES
RAY MERCER AND JOHN CALVERT

December 11th, 1979 @ The AUCE Provincial Office

AUCE AND CUPE REPS PRESENT AT THE MEETING:

- LS - Lid Strand, Provincial Exec Rep from AUCE #1
- RM - Ray Mercer, CUPE , B.C. Division
- SD - Sara Diamond, Local 2 affiliation rep
- JC - John Calvert, CUPE Researcher
- SK - Susan Knutson, Local 6 Rep to the AUCE Provnc'l Exec.
- MN - Marion Northcott, Local 2 affiliation rep
- MM - Mary Mabin, Local 6 Rep to the AUCE Provnc'l Exec
- SM - Suzanne Marria, AUCE Provincial Organiser & Member #6/TSSU
- JW - Joan Wood, AUCE Provincial President & Member #2
- HV - Hester Vair, AUCE Provincial Vice-President & Member #2
- SP - Sheila Perret, AUCE Provincial Secretary-Treasurer & #4 member

© ASSOCIATION OF UNIVERSITY AND
COLLEGE EMPLOYEES (A.U.C.E.)
- PROVINCIAL OFFICE -
#901 - 207 WEST HASTINGS ST.
VANCOUVER, B.C.
V6B 1J8

Meeting of the AUCE Provincial Affiliation Cmt with Cupe Reps Ray Mercer and John Calvert

LS: What would the attitude of CUPE be if AUCE tried to join the CLC as an independent union?

RM: CLC has already indicated their attitude; cannot state for national organization what policy would be. As staff, it is not within our purview to enact policy.

SD: When we met with you you indicated some alternatives for AUCE's affiliation with CUPE, in terms of structure. Could you go through this for the Affiliation CMT.

RM: Cupe in its structure could accommodate your association in at least two ways. First it could accommodate local by local or by having what I term 'a local which is provincial in character'. Not quite a provincial union: in existence at the moment there are two, the ambulance employees and the assessment authority of B.C..

SD: Could you go through what the differences would be in terms of structure.

RM: Basically there wouldn't be any difference; the things I mentioned about the local autonomy would apply whether you were a local which is provincial in character or local by local.

SD: Could you specify what local autonomy means?

RM: A local union conducts its own affairs, it elects its own officers, elects its own committees; what CUPE does is to provide the resources, both human and material, to assist those local unions. Whatever is available to any local union that belongs to CUPE would be available to your association, vis a vis the research dept, the job evaluation dept, the legislative dept, the dept of organizing and servicing, the P.R. dept, the education dept.

JC: CUPE has 1400 locals across the country, and it's a very decentralized union in terms of structure. Within each province you have a provincial division and locals are free either to affiliate or not affiliate - obviously we hope that they do affiliate and participate provincially - the locals elect a provincial CUPE PRESIDENT and Executive Board, and they also hold a convention in each province. Then at the regional level there are Area Councils - 6 in B.C.. Kootenay, Northern, Okanagan, Frazer Valley and so on. Again, the decision to affiliate or not affiliate is up to the locals. Cupe locals can participate or not at the provincial and regional levels.

SK: Can you talk about the responsibility and authority that the provincial and regional councils have, what kind of business, how often do they meet?

RM: Locally, the District Councils (add Vancouver Island and Vancouver Metropolitan Area), are primarily coordinating bodies. Coordination of activity, and primarily concerned with those affairs that are on the municipal or school board level in that general locality. They act as a clearing house for information during bargaining sessions and that sort of thing. They meet once a month and locals report their activities for the general information of everyone. . On occasions, District Councils are engaged in municipal politics, by either supporting a particular candidate or conducting public meetings, that sort of thing. One good example in the Vancouver Metropolitan was when the various municipalities were seeking to amend their patent under the GVRD to include accreditation as part of the duties of the GVRD. In all instances the local union involved and the District Councils made representations to whatever council was meeting to persuade them not to enter in to accreditation.

SK: What is accreditation?

RM: Where a group of employers get together under a single body, and then become the certified bargaining authority for that group of municipalities or school board employers, or a mixture. We may face it with colleges.

JC: When you deal with an accredited association, as we do in a number of areas in the province, you deal with the association and not the individual employer, and the association must sign the collective agreement. You've probably heard about the West Kootenays dispute, well the key issue there was local bargaining vs accredited bargaining, and the employers were attempting to impose through accreditation a centralized bargaining structure on our locals, and to establish a framework whereby the whole region would be bargaining together. Our locals wanted to bargain with their individual employers, for a number of reasons. The employers have been attempting to impose accreditation around the province, in my view to bureaucratize and professionalize the bargaining structure, and force unions to become much more centralized in order to cope with that kind of bargaining structure. Hence CUPE has been fighting accreditation for the past five or six years. We've had a number of strikes and lock-outs,, the public employers association. (unclear) For example, if an employer, say post-secondary institutions, is accredited, if the people at SFU, for example, went out on strike, the accredited bargaining agent could lock out every other college and university in the province. This is an arrangement under the labour code which gives the employers that power; indeed that is what they've always done when they are accredited - if one locals goes on strike anywhere within the accreditation, the practice has been to lock out everybody else, to regionalize the dispute and to put pressure on that individual local which is engaged in struggle.

SD: BCGEU talked about how they could see accreditation working in favour of college and university employers, in terms of a centralized bargaining structure which could ensure that college and university employees working together - could you comment on differences?

RM: I want to emphasise that CUPE is not opposed to voluntary associations, vis a vis the JNC in the Vancouver Area, where all of our locals bargain common issues jointly. What we are opposed to is legislative aspects of it and the fact that you have no choice, once you are locked in you are locked in period. Under accreditation if we look at the record of the labour relations board, once in you're in. If the local unions want a broader based bargaining, they will do it voluntarily. Accreditation is anti-democratic, in the main we are talking about people who are elected to a particular office to carry out certain responsibilities. Once they are into accreditation they lose or abdicate those responsibilities - it is the centralized person who does it. We favour local autonomy because it gives more input from the rank and file membership and more decisionmaking process in the rank and file membership than does accreditation. In becoming bureaucratic, less of the decisions are made by the elected people, or, in our instance, the instance of trade unions, being made directly by the rank and file membership. There is another reason to be opposed to it. When we look at where we've had accreditation, and CUPE probably has more experience than any other organization, we have found that the incidence and length of strike/lock-outs have increased. It is true that the trend in the public sector is that when you go on strike you get longer and longer strikes. I don't want to appear aged, but I can recall when we had a strike and it was five days long. And the employer capitulated, but that isn't anymore. You know at SFU, and in the West Kootenays, they just go on and on. And the central issue there was the ability of the local union to deal with their own employer - accreditation. You have to scratch pretty deeply to find any value in accreditation.

JC: Speaking frankly, there are a great number of appeals inherent in centralized bargaining for full time union staff - for example there is a lot less work, you only have one or two agreements or whatever, to negotiate. In this province we negotiate 150-160 separate agreements, and obviously there is a lot of work involved in doing each one separately. At the same time, if the locals are going to have some autonomy, it is essential that they have their own agreement, that they have their own bargaining committee, and they sit down at the table with their employer and they hammer out an agreement that is satisfactory to the membership. When you get a centralized bargaining structure, you end up with a situation where a few people here in Vancouver or in some other big urban centre, make basically all the decisions and the majority of the membership, by virtue of the structure, are denied an opportunity to participate.

This is especially true in negotiations; they go on for several months or maybe as long as six months, but you get to key points in negotiation where progress is being made, and when you've got an accredited structure and when the membership is scattered all over the place and you're trying to coordinate input from all these people, the logic is that they just get excluded, and the few people who are at the bargaining table end up making all the decisions on behalf of the people they ostensibly represent, because the structure makes it almost impossible to consult with people on a regular basis at the local level.

MN: What kind of coordination is there between the bargaining committees, or is there any coordination to determine what a bottom line might be, because it seems to me that if there isn't a coordination, can one local sign an agreement that is to the detriment of another local. Is there that kind of comparison done?

JC: We cannot be dishonest in answering this question, that does happen from time to time, and if you are going to have a decentralized bargaining structure there's no way around it really. What one hopes one can do is persuade individual locals, in particular locals that are weak or where there hasn't been any sense of militancy, persuade them voluntarily, to hold back on the bargaining until the stronger locals have gone in and dealt with the employer. Obviously the employer is trying to deal with the weak ones first. But the alternative is some kind of compulsion that would impose on the membership of those locals an overall strategy and which would then deny them the democratic right to control what goes on at the bargaining table.

MN: So essentially what you are saying is that it is a choice that you make; if you decide that you want your locals to have a lot of autonomy, then one of the prices that you might have to pay is that one local might sign an agreement to the detriment of another. The way you would try to combat that is by having the weaker locals hold back ..

JC: It has to be voluntary ...

MN: That would be a strategy then, that you would use?

RM: By this time we have had considerable experience, local unions know within a given district which ones are the weaker and which ones are the stronger, and they will either through their district council or ... have a wage strategy conference all of their own and determine their priorities. It was part of the thing we were trying to do this weekend, was delve into the wage or bargaining strategy.

SM: It seemed in fact in some of the discussions last weekend that there are different views in CUPE about how there might be more emphasis on centralized coordination in bargaining. Can you tell us a little about this.

RM: Last weekend's conference was in the nature of an experiment. We have had wage policy conferences on a provincial basis where input was from the local union level

but also from our resources, the research dept, that sort of thing, on wage comparison, where goals are set or where an analysis made on a very broad general basis so that goals could be established as guidelines for local unions. But this last weeks conference was the first one that we've tried to address ourselves to strategy; the difficulty is that local unions are starting off in different places. For example, the JNC locals, who had been working on a cooperative coordinated basis for a number of years are going to be in a far different position that say the Fraser Valley who have been bargaining indivually for a number of years. It becomes rather complex.

SM: As I recall when we met with you before, you mentioned the legal services, educational services, PR and so on from the national; that meant that the locals would submit proposals or make requests to the national through the staffer. In a strike situation, for example, are there any general guidelines about when those services become a priority to a local, in terms of the legal, PR and so on.

RM: The only time frame that we have is in our defense fund repayments for those on strike, and that's a fixed waiting period. But in so far as prenegotiations, during negotiations, prestrike or during strike, its pick up the phone.

JC: The complaint always from PR especially, about strikes is that they are never notified by locals in advance - they always get called in about the second week of the strike when there are real problems, and PR people fly out here or are asked to write something up and send it out, in the middle of the strike when the PR job that should have been done before the strike is extremely difficult to recover on. If a local sees it is heading in that direction, as soon as it gets the resources, especially PR and also research and the legal dept, the better, and there is not normally any problem getting those services. Especially when we are talking about a strike situation, that's the most important thing we always face, of course.

SD: Could you outline in general why you think it would be beneficial for AUCE to affiliate to CUPE.

JC: You have a very decentralized, and a very feminist union, and your history is, in part at least a consequence of a rejection of traditional unionism in the province and a rejections of a lot of the bad things about traditional unions here; the overly bureaucratized structure, the unnecessary emphasis on professionalism the lack of concern about women's issues, the lack of opportunity in many cases for rank and file members to participate. While CUPE is by no menas perfect, when you look at CUPE's structure and compare it with that of other unions in this country, just in terms, for example, of the number of locals, there is no union in this country that has anywhere near the number of locals that CUPE has - there is no

union in this province, even though we are not the biggest union in this province, and that is a reflection of the very decentralized kind of structure that we have. Now there are many problems with a decentralized structure, and we've outlined some in terms of coordination, but in the view of our membership, so far, despite those problems the advantages of locals having control of bargaining, control over what happens in the locals, far outweigh any so-called advantages of a highly centralized structure. And I think that while CUPE may not be perfect for you people, by and large looking at the objectives that you had when you set up your union, and looking at the kind of structure you are accustomed to, you will fit into CUPE a lot more easily than any other union I can think of, simply because of the tradition of local autonomy that we currently have. Something that wasn't mentioned before - all our post-secondary institutions which have SUPE locals are separate, we don't have any provincial bargaining structure right now. I don't know what we'll have five or ten years down the road, if the locals want to go that way they can. But at present, there would be a very easy match between the number of locals that you have and locals that we have in the same jurisdiction, we've I think about 7 or 8 in different parts of the province, and you have a very similar kind of set up to what now exists there. I am sure if you compare contracts you'll find that some of our agreements are better than others and I guess if you are shopping around with the BCGEU you'll find some aspects of their agreements better than some aspects of our agreements. Again, this is something that arises partly because of the local autonomy structure and also we haven't had the very convenient arrangement with the provincial government that gave us a lot of things politically, which we're not in a sense earning at the bargaining table. We've never been in that kind of situation, whether that's good or bad I don't know, but I would think that in a few years time you'll see a lot of changes, even in those contracts you are looking at. We put out a standard agreement which you've probably all had a look at. The reason we do that is that we don't have a master agreement for everybody, we're not attempting to get one. We put that out as a guide for locals, to try to fix up areas in their agreements which are weak and to give them some idea of appropriate contract language. No CUPE local in the country has everything in this agreement but virtually everything in that agreement is taken from some agreement across the country. I think these are some of the reasons.

SM: To go back to the difference between affiliation local by local or a local that is provincial in character, does that mean, for example, that if all the AUCE locals were to affiliate with the structure that is provincial in character, that each bargaining unit would still elect their own bargaining committees, or would there be one executive for that provincial ...

RM: If you want to come in as one provincial organization, then you would be a local union that's provincial in character. You would be electing a provincial president, secretary, etc., but how you break down after that would again be under local autonomy. If you wanted to have a Prince George unit you would have a Prince George unit - it would be a bit semantic - the unit would not have a president, but a chairperson. But from that point on it is exactly the same as a local union. If you wanted to maintain your current local unions, you would be affiliating local by local, and in that instance you would be operating, I would think, exactly the same as you are operating now, with the difference that you would have an affiliation, or you would be chartered by, the Canadian Union of Public Employees. You would then have an affiliation to the C.L.C., which would be automatic because of the per capita structure. But then local by local would exercise autonomy in terms of belonging to either the District Councils or our B.C. Division, likewise the B.C. Federation of Labour, likewise the C.L.C. District Labour Councils. That would be a local union decision.

SM: How would that effect delegate representation at various functions?

RM: It would be better to charter local by local in terms of numbers of people. There is no difference in representation at the B.C. Division for a local that is provincial in character as opposed to a local union.

SK: But the local that was provincial in character would have more delegates, fro example, to the B.C. Federation of Labour?

RM: Yes. Let me give you an example, if I may, and let me use the C.U.P.E. as opposed to the B.C.G.E.U, and they are affiliated differently, because they havn't local unions, as such - they have some, but not really - if all of CUPE's locals were to affiliate to the B.C.Fed, despite the fact that our total strength is less than the BCGEU, we would have more delegates, because of the way the B.C.Fed Constitution ..

JC: Each local has at least one delegate, so very small locals get at least one, on a weighted scale - you get more but not proportionately more ... the more you've got.

SK: If we were a local which was provincial in character and we chose to still maintain our present locals as separate units, would those units than have separate contracts with the employers or would we have to negotiate one contract?

RM: No - your association now - if it has six contracts you would have six contracts.

Unless of course accreditation came in. I suppose the best example I could give you is that we have a number of local unions that have more than one contract because there is more than one employer involved.

JC: At Selkirk college we used to have two contracts for one employer in the same local, local 1341, a maintenance contract and a clerical contract, which fortunately we are getting rid of but ...

RM: It depends very much on the bargaining units and their certificates of bargaining authority. I was going to mention North Vancouver, which I think has seven and seven different employers.

SK: Would there be any possibility of employees of educational institutions forming some kind of division, or having conferences about educational institutions as employers - would there be a possibility of all of the TA unions that were affiliated to CUPE across Canada establishing some kind of organized division ...

RM: It has been the practise over the past three biennial conventions to have conferences on what might be termed on occupational groupings. By that I mean universities, hospitals, school boards have met during the national convention. Here in B.C. we are I suppose at the infant stage - I go back if I may to our last weekend's conference - it is the first time we've ever divided people up on what we term an occupational basis, municipalities, universities, that sort of thing - and that's not to say that we don't subscribe to the idea. It can be available - all we need is the stimulant for it. I'm convinced that the groupings that we have within the universities and colleges are going to be insisting that we have that sort of thing, either on a semi-annual or an annual basis - I know that the enthusiams engendered there was excellent. And part of it, I might add, thanks to the contribution of your people - it opened up some eyes and I am pleased with that.

SD: If we affiliate, with whatever structure, would we be able to keep our present contract language?

RM: Yes, yes of course. All that would happen, from a Labour Relations viewpoint is that there would simply be sucessor status- you inherit - really what you do is keep your current agreement.

SD: One of the issues that has come up in my local is the relationship between the kinds of wages and benefits technicians have, and clerical workers. How has CUPE handled locals where you have technical and clerical workers and how do you deal with bringing up clerical wages to those of techicians, and also whether you've got locals where there has been a decision made to split the locals in terms of separate agreements for technicians and clerical workers.

RM: Normally what we endeavour to do is first of all make certain that the contract reflects the needs/demands of the local union. It's structure - the simple way to put it is that in some of our agreements we have both inside and outside workers,

two separate wage schedules. Where conditions of work are different then they are specifically made into sections. Eg., where the outside staff dominantly have a 37 1/2 or a 40 hr workweek, the inside staff dominantly 35. Local unions make their decisions as to how they are going to do it.

JC: I think you are getting at something else as well, namely that, obviously in this country at the present time there is a problem with the wage structures in that they are inherently discriminatory against women. I think what you are asking is what are we trying to do to correct that. Ray has identified one problem, as it were, namely that there has to be a push within the locals as well for equal pay. In the more progressive locals there has been a generalized push towards equalizing pay structure, and where we've had major job evaluations we have always attempted to have the bottom clerk-typist rate equivalent to the labourer rate. It's inherently unfair - a woman who normally is a clerk typist has to have certain clerical skills, secretarial skills, a certain typing speed, grade 12 education, where a man who is in as a labourer with no education at all starts at \$1.00, \$1.50 more - its unjust, and we have tried where we can to establish the base rate to be equal for both the clerical and the laborer rate. Now, saying that, employers across this country are very much committed to differential wage scales, and the struggle to get things evened out is by no means easy as I am sure you probably experienced yourselves. You've got to be willing to take an awful lot of strikes to buck a system which the employers are determined to keep. In terms of our official policy, there's no question where we stand - all of our policy statements are for equal pay.

SD: What about affirmative action? Can you talk about your program?

JC: The B.C. Division has a women's committee which has been set up specifically to deal with this type of problem, and they normally run an annual conference.

(end of tape break)

work overtime to be specified so that a four hour employee would work four hours - now that is a break through not just for parttime workers but mainly for women workers, because of the way in our economy anyway, women tend to be shoved into that kind of part time ghetto.

SM: What other things do you think are kind of outstanding in CUPE contracts - could you point out some other things which you think are real gains?

JC: We've done alot of work in the area of technological change in our contracts, and protection of employees who are affected by technological change. One area where we have done some really good things is protection from farming out work - no contracting out type clauses. It has been a big issue for our members ... we had to work pretty hard to get some decent language, and job security, and union security. An area which may not be of such concern to you but certainly is to

us is the whole area of health and safety, and I think in the last three or four years we've really made some progress, some really excellent health and safety language in our standard agreement which a number of locals have attempted to implement step by step, the establishment of health and safety committees in the workplace, provisions for time off for the committee members to get training and to do their health and safety monitoring. We have put out a really excellent health and safety hazards guide for the public sector which was commissioned by Humber College in Toronto and they worked together with our research staff in the National Office and put together that our committees are using across the country when they need references.

RM: Another thing, John, is the thrust towards paid educational leave ..

JC: I think by and large in areas such as maternity leave, particularly the research dept., has been pushing very hard, not just for maternity leave but for things like paternity leave - these things are damn hard to negotiate, because you've got employers on the other side taught by the AIB to cost every single item, and throw that kind of thing out as soon as you put it on the table, but we have been pushing and encouraging our locals to negotiate these things in their agreements.

maternity &

LS: Would this be paid paternity leave?

JC: Paid maternity leave is I think very rare in this country right now, partly because of unemployment insurance arrangements - partly because we are in the dark ages in this area. In a country like Sweden you have people, women or men, receiving up to nine months at 95% pay. We're not in the same league yet, but we can see the problem and we are trying to do something about it. We're not a centralized outfit, we just can't tell our locals, do this, do that - it's partly an educative program. We've got a lot of male chauvinism within our own ranks, nobody should hide that or deny that, and we've got to persuade the men in our union that these things are also desirable, and if you join Cupe you'll find that that is a real problem and you have a job to do, like the women who are presently in the women's committee. But we have been trying in these areas. What else - sick leave, that's a major issue. Grievance procedure is a very important thing, and I think that a lot of our agreements have a pretty damn good grievance procedure. CUPE fights a lot of arbitrations, and we also often have our members just walk out, which is the instant arbitration that we wish from time to time (unclear-laughter) never publicly in favour of but gets action better than arbitration. When I went through the AUCE agreement at David Thompson University at Selkirk, and the CUPE agreement, where we were really strong, in areas such as union security, grievance procedure, arbitration procedure, things like that, and the areas where you were strong were in areas such as anything relating to equal pay, pertaining to breaking down the traditional divisions

HV: How do you deal with colleges and student workers. It is one of our major problems at the moment - all of our locals have different arrangements. Our basic position has always been that students are part-time workers, they are workers and should be treated as workers. Local 4 has that in their contract and are fighting to keep it. In Local 2, which is where I am from its a major problem. They are under the contract, but we have a section called part-time temporarys which is abused. What we want is job security for people who do recurring jobs; as it is they never actually accrue any kinds of benefits.

JC: Again, because of local autonomy, every local has taken a different position; some are not so strong, some have taken very strong positions. As you know, with some of the student employment programs you have to sign the forms before you allow students to participate. Some of our locals have said no: there is no such thing as a student worker; there is a worker and you should be covered by the collective agreement if you are a worker. That policy statement, the article in there on summer jobs has been adopted as a policy statement of the B.C. Division on student employment.

RM: What we say is that you pay for the job: we don't care where they acquire the people from or where the funding comes from, and I suppose one of the best examples is the Kelowna museum: they had people working under some goofy federal program. We took the view that they were within our bargaining unit. The employer disagreed with us, we went the the LRB and they agreed with us that it didn't matter where the funding was, they had direction of the workforces and they were being paid that way, they were working for the museum. In the school system they are starting some things now. Sometimes our local unions don't police as well as they ought. I didnt' find out until last weekend that there is a printing press in the Victoria school district that is operated by students. We found wherever there was a union secretary, they were getting their printing done at an outside unionized firm. But in order to give these students they were in fact doing printing for outside firms, and our attitude is that if that is going to be, there has to be wage rates, they are within our bargaining unit. We feel quite strongly that that sort of exploitation should not go on, and it comes back to paying equal pay and paying proper rates for the job being performed.

HV: How strongly does your contract protect from other kinds of exploitation. We found recently, at SFU, that 95% of the people who worked in library loans had previously been student workers for over a year, and yet they still had to go through the probationary period - as temporary part time workers they had not accrued, seniority, benefits, employment priority - it's that kind of thing.

JC: When I was talking earlier about union security clauses provisions that I think we have made some major advance on, that's one of the areas and I mentioned part-time employees. To give you just one example, we fought very long and hard in the Kootenays to have seniority on an annual basis apply to part-time employees, and it does as a result of our arbitration there. That has implications throughout the collective agreement. So we have achieved it in some areas. A lot of locals have tried that and achieved it.

MN: From what I understand your dues structure is set up at the local level; what is constant is the percapitata rate paid to the national office for which locals get in return PR, education, that sort of thing. Say if a local determines that it needs a particular educational course or something - who determines at the national level what their priorities are going to be, in order that they can meet the different needs of the different locals. In such a decentralized structure how do you know at the national level the kinds the things that the locals are going to request.

RM: Very surfacely .. we have a six level program; there's the basic tool courses and then you lead up to the academic, political science and sociology to the Labour College of Canada. I suppose British Columbia is the most decentralized of any of the regions at the moment, we don't call it decentralization, we call it redeployment of resources, it sounds better, I suppose. Anyway, for example, if your local wanted a specific education course, say shop stewards training, you would be contacting the education representative who works out a budget, and he will respond to your need.

JC: What might happen if three or four locals in your area were interested in the same kind of course then he would come in and spend a weekend, or whatever kind of arrangement you wanted to make or if you could get time off to fund the members to have week-days off, then he would come in and do a school for you. There are also courses that are run through the CLC and also through CUPE, and the arrangement there, as I understand what Len does, is try and allocate them as fairly as possible among locals. There are a limited number of places in the CLC courses so if your local sends somebody this year, probably next year you won't be able to...

RM: You are talking about the scholarships ..

JC: Yes

RM: Well that's at the Harrison winter school...

MN: That's the educational aspect .. do you have a legislative, yes the Legal Dept. OK. How are the priorities of your national departments determined - is it done through conventions, is that how they determine the funding, where the funding is going to go? How do they equalize needs of different regions.

RM: I think if one were to put it that way, the biggest chunk of the pie goes to the Dept of Organizing and Servicing, they have the biggest staff, biggest expenditure, in that sense. I'm not sure what the fixed costs are showing us that 50 cent piece split up. The percapita tax expenditures from national are devoted to the local unions primarily. The housing of the national office is really in one sense of secondary importance. Following our 1977 convention there was a policy established that we redploy; the Dept of Organizing and servicing was made cross-Canada. B.C. is a good region to site, John is the research representative in B.C., we have a job evaluation representative and an education representative, and we have the staff of the Dept. of Organizing and Servicing. Our legal assistance comes in two forms, one directly from the national or through them, local solicitors. Where the national recommends the local hire a local solicitor, it pays.

SM: The percapita tax is \$6.60, so 80¢ of that goes to the national defence/strike fund and 80¢ goes to the B.C. Division ...?

RM: No, the B.C. Division is voluntary ... The percapita is \$6.60 as of Jan 1. Out of that amount, 25¢ goes to pay the percapita tax to the C.L.C., no local union pays directly to the congress, CUPE pays on their behalf. 80¢ of that is earmarked to the defence fund, that is strike pay, where people are mandated to arbitration, we pick up costs where a local union wants to go to arbitration and just simply can't afford it, that's where the 80¢ goes ...

SM: So the local dues are on top of the \$6.60.

RM: If you start adding up the other affiliations, if you charge less than \$10.00 per month you are going to have difficulty still keeping money for your own local.

SM: As I understand it the staff reps are appointed and work out of the seven or eight offices, say in B.C. Would there be anything to prevent a local from electing someone from the membership in the locals office on a leave of absence paid by the union, following through on the practice AUCE now has?

RM: No. We have, local 1004 here in fact has two employees who are on leave and being paid by the union, Burnaby 23 has a full-time president ... it is quite permissible.

SM: What role does the membership play, if any, in the selection of staff reps if they are not elected from the locals ... What's the priority of appointment for the staff reps ..

RM: They are hired from the national organization. Let me start with recruitment. By and large CUPE recruits from within for staff representative positions. Twice each year a circular is sent out to local unions soliciting applications. From there there is eventually an interview, that sort of thing. When there is a

vacancy, the C.U.P.E. has to abide by its agreement with the Canadian Staff Union, and that says that when there is vacancy, every area office will be notified and representatives are free to apply for a "transfer", and they are allocated on a seniority basis.

JC: The staff who work for CUPE have their own certification and bargaining unit and negotiate their terms and conditions with the national union. That's one.

SD: What's the relationship between the staff people and the elected leadership, who has final decision making authority.

RM: The staff do not participate in any policy making decisions.

JC: At national conventions we don't have a vote, we can now speak for the first time, but the agreement that was made was that only when a staff person has information that was relevant to the discussion, not to try to influence the debate, only in exceptional circumstances...

SD: One of the concerns which I have heard expressed is that CUPE is an Eastern dominated union. Could you respond?

RM: Cupe is a national organization. It is true that Ontario and Quebec have the largest CUPE membership, but if we look at it from a "political impact" I would say that B.C. has the same impact. If we look at it from the allocation of staff, B.C. is ahead of Ontario. Ontario's research is done in the national office. In B.C. we do our research here and make use of the national office. I would say conversely that B.C., with its wiles, has faired very well.

JC: I know that B.C., along with Alberta and Saskatchewan, are all being subsidized by Ontario. There are \$105,000 CUPE members in Ontario, and if you look at the density of servicing, we get better servicing than Ontario, which subsidizes the whole of the country basically, though we should apply economies to scale as well, with all that membership concentrated...

SD: What about decision making, does the fact that there is a provincial CUPE structure mediate against domination from the national?

RM: No. The Provincial Divisions are primarily concerned with establishing Provincial policy that isn't at variance with the national, and being the voice of CUPE on provincial matters within the province. Coordination and Correlation. Each region has a regional vice-president that is elected at the national convention, however, the nominee is decided at provincial caucus.

JC: The other side of the coin to that, you know as a labour movement we are fighting battles both provincially and nationally, and while you are rightly concerned about being dominated from Ottawa, I don't think that really is a concern, the way CUPE operates. It is important as well that the labour movement has some clout at the national level. We do. We have 260,000 members and

we've been growing at a rate of more than 10,000 members a year, for the past five or six years, we do have some impact ...

SK: How?

JC: Organizing. We organize people that no other union will ever touch because it's not economic to do so. We've got locals of four and five members, lots with 15 or 20, well there's no way that you can ever make them pay, we have a servicing rep, say who negotiates an agreement and it takes three or four weeks of his time, you'll never get that much per capita back in ten years, but, those people have the right to be organized, and if you're going to get in there and do the job, well ... there is no reason why a municipal employee in Houston shouldn't have a union representing him any more than one in Vancouver, and the people in bigger locals have got to understand they have a responsibility, they are subsidizing unionization of people in the north and in parts of the province where on purely economic grounds it wouldn't make any sense. That's why CUPE's growing.

SD: You outlined some of the educational services. Could you talk about some of the other services CUPE offers, for example in negotiations, what can a local draw on, what kind of research will you do for a local, how does a local feed in to national research, those kind of general services.

JC: I am not originally a CUPE member and I didn't come up through the ranks, I was hired from outside and worked in Great Britain as a union researcher before I came here. Probably the main reason I decided to come and work for CUPE is that it's got the best research department that I've seen period. We do the kind of research that I think is important. You can see from something like The Facts; it's an excellent trade union publication, there aren't any pictures of people out fishing ... we talk about trade union issues, in our research. We put out The Facts, we help with the information going in The Public Employee, we do the standard agreement every two years, I don't know how many briefs a year, I did one on contracting out in the last six weeks, interest arbitration briefs across the country, we must do 30-35 in a year. We have what is clearly the best computer labour agreement in this country, better than what the federal government has, we put out the SALAD, our System for Analysis of Labour Agreement Data, and we have 2,000 agreements in the computer bank there, and the printouts are done normally every year or every two years, for different jurisdictions, but we do roughly forty different printouts, one for post-secondary institutions, libraries, municipalities, school boards and so on --- we also do special printouts on demand, right now we are doing a special printout for post-secondary institutions in B.C., it should be done just after Christmas. It will include BCGEU, etc., the basic provisions in all of these agreements will be set out in SALAD form for our locals to compare. I've got a couple with me just to show you ...

We need this kind of information because of our local bargaining structure. We are trying to break away from the internal comparison process, we try to keep a watch on the Employers Council of B.C. and the Public Employers of B.C., put out information to all our locals on the latest tactics these bodies are up to. If you look at The Facts, you can see that we have a lot of information which is related to bargaining but often is not used by unions, for example we always put things like the corporate profits, in the back, details about the consumer price index, that sort of thing. We have, as you can see, articles on "The Myth of Wage-push Inflation", to try and inform our membership, to counteract the propaganda that they are always being fed by the newspapers, that working people are the cause of inflation in this country, so we try and put out some counter economic analysis. Today I got a copy of a major brief that one of our people has done, on Public Sector finance, and that information will be getting out. It's an analysis of where the money is going, the taxation policy, etc. So we do a lot more than provide information for bargaining, and it is a conscious attempt on our part to do that. The B.C. Division has just presented a major brief on accreditation to the McTaggart committee. I know I do a lot of presentations to City Councils on behalf of locals; we provide a lot of those types of services.

Every local will get a copy of the SALAD for their jurisdiction. The reps get a copy of every SALAD in their jurisdiction.

RM: I think it would be fair to say that all the SALADS are available ... I know our office could almost use a lending library... One of the things I want to emphasize is that there are two ways the research dept. works. One is providing information on an almost automatic basis, such as the SALADS, the other is responding to specific needs in areas where you need specialization or preparation. General information dove-tailed to fit the local situation. The research dept doesn't do all the briefs, some are done by reps, some in a consultative process with the local union ... The job evaluation dept works in almost the same way, responding, being used as resource persons, ensuring that the job evaluation procedure will meet the needs locals want met. One of the things in the Dept. of Organization and Servicing, the Research Dept., and indeed in the Education is that we prefer to work with local unions and local union committees, local executive and bargaining committees.

MM: Would it be entirely a local decision whether to use a staff representative with their negotiations. Would a local be free to appoint its own negotiators?

RM: We prefer that the CUPE rep be the spokesperson because of experience, we

also say that the rep will work under the direction of the local committee and local union, becoming the advocate for them. I suppose the argument there is that working full-time at it, and has more experience. But no, we don't object to a local union doing it. As a practice and a policy, no servicing rep negotiates on his own, the committee is there at all times.

MM: And it would be the local union committee which prepared the contract?

RM: Perhaps in conjunction with the rep, or the research dept; they come into play at some point but always to respond to your need.

JC: The proposals which you put forward at the bargaining table have to be passed by the membership anyway.

MM: If a particular local has a special need for research or work of some kind, for example, the UBC TA Union has had special employees, is it possible that the local can get its own employee to perform this specific function.

RM: That's not unusual in organization drives.

JC: Lots of local unions make use of other research facilities. For example, in Vancouver there is the Trade Union Research Bureau, and they do alot of work still for alot of our locals. There's no problem, and they pay him a fee for that service.

SD: Could you talk about major problems you foresee in the education sector, what kinds of strategies CUPE's developed.

JC: Have you by any chance read of the Action Program that was passed at our last national convention? That's our basic statement, and we are attempting to implement that. It has a number of facets - a major study of contracting out to help our locals fight back. In the past six months the attack on the public sector by private companies anxious to contract out is just phenomenal. In the past three months I've had about five requests on contracting out and they are snowballing. Another area of priority is private nursing homes, they normally employ women at the worst rates of pay you can imagine, and many of them are owned by big multi-national companies. The Bronfman family paying women \$3.75 hr and saying they can't afford to pay more, so CUPE is putting alot of energy into the fight of wiping out this disgrace and resources are being allocated. We are doing a major study of public sector finance, where the money is going, and trying to dig out the information on the corporate rip-offs which are absorbing so much of the tax dollars in this country, and presenting that in a form that working people can relate to. There's a major campaign being developed to protect the right to strike; all across this country you can see that the right to strike is being undermined. In Ontario recently, the head of the Ontario equivalent of the BOGEU, has just been sentenced to 30 days in jail and will go to jail I'm sure, because a component of his union, the prison guards, went on a quote illegal strike. Their

demand was to be treated as a separate bargaining unit; right now they are with the hospital workers, and the government has patently refused to deal with that in the past five or six years in negotiations. In frustration they go on strike and immediately the president of their provincial union had an injunction and is going to be placed in jail. This attack against the right to strike is going on across the country and against public sector employees in particular, we're getting it in the media all the time that somehow arbitration can solve this, the basic thrust is that they want to take away the right from the public sector. It's not accidental we're having a lot of public sector strikes right now because the business community more and more is turning the screws on the government, which is a fiscal mess because it's been handing out so much money on one hand in tax write-offs to business corporations, and there's nothing in the kitty, indeed a huge government deficit, and it's in turn putting the screws to public employees to save the money that it's handing out with its other hand to the corporate sector. As a consequence settlements in the public sector are lower than in the private and public sector employees are under the gun on contracting out. The frustrations have broken out and there have been a lot of strikes and the politicians figure the easy way out is to legislate away the right to strike. Then they'll be able to impose their wage policies much more effectively. Cupe is mounting a national campaign to protect the right to strike.

RM: In conjunction with the task forces, made up of local people, rank and filers, the local union offices will be working.

JC: Have you seen our HAZARDS publication. Health and Safety in the public sector is a scandal, everybody has the wrong idea that public sector workers are not exposed to health hazards, and we are trying to demonstrate what real hazards public sector employees face, and not just outside workers but inside workers too. We are trying to bring this to public attention and also to the attention of our own members.

RM: It's amazing how uncited we are at times. I know one library here in the Lower Mainland where they grabbed that book and started to look at their own building, and there were 13 hazards on one floor, xeroxes and duplicators working in a room with no ventilation at all.

SM: In a strike situation there are always questions of strategy and tactics etc. Your structure has a staff rep who is brought in and working with the local. You said that person doesn't have a particular claim to more authority than the local committees and so on, but what happens if the provincial division or the national feels that a local is really mishandling a strike and going in the wrong direction. Do decisions still get made at the local level?

RM: It's a question of CUPE responding to the needs of the local union. I can't say that any two situations are the same, a lot depends on the people, a lot depends on the "political environment at the moment, all sorts of things. What we try to do is to lend all of the expertise we have, to win that situation. You know, there are local unions, and I think it's because we're human, they dig themselves into a hole. Well the trick is to get them out of that hole, and help them without coming in and saying "We're going to lift you out". As John says, one of the things that our PR chap was saying at the Strategy conference, was that we should pay more attention, for example, we only think of PR work when we're in a jam, instead of going through as they would like us to, and I think in some areas it's quite proper, I'd like to try the experiment of doing a proper PR campaign, as they see it, and that is the preconditioning, of both the community and the employees, and going on into the situation, that sort of thing. The representative is there to assist the local and to lend the value of his experience to the local unions goals

LS: Are there any questions you have to ask of us, or statements you wish to make?

JC: I could say one thing. I think, looking at it, you've been asking what can CUPE do for you, and I'd like to turn the tables on you. What do you think that you could do for us if you were in CUPE?

JW: I think that we would set a standard for other locals, in terms of our contracts ..

HV: I think that, because of our history, we have a greater membership participation, not local autonomy, not autonomy for local executives, but members themselves getting involved in the whole process of bargaining, of knowing what their employer's all about, knowing what they face, rather than, well just very direct involvement of the actual members in our union - we're very strong on that, and I think that the more of that you have the stronger labour movement you have, you know, across Canada, and that's something we're very strong on.

SD: We have, how can you say it, we've been exemplary? contract clauses, the level of activity of the women in the union, the level of self confidence and skills, in the locals is really developed in the process of involvement in the union, the kind of

arguments we come up against in terms of women's rights. I think those are things that AUCE is really strong on, and in fact it was founded on, and I think that if we affiliate we will bring some of that experience into CUPE and I think that would be a very good thing.

LS: One of the things that AUCE originally set up was to encourage as many people in the locals to become aware of what's happening, and we've found that in the locals there's a vast pool of people who have fought grievances, who have gone through arbitrations, who have done contracts, three or four different contracts, and we generally in our seminars pool the information from people in local 1, 2, 4, and it's really been good that way. And some of our clauses have been very innovative. Our maternity leave where we recently won through the federal courts, is probably the only one of its kind in Canada, and probably leads the way for a form of paid paternity leave. So, we do have things to offer.

JC: I'll say one more thing. I don't think that you should assume that if you jump into CUPE it will be a bed of roses. Your jumping into a fight. There's a fight across the country in the labour movement, as you know, about the direction it is going to go in, and if you join CUPE you're going to be into that fight, and I think personally that we need you, to be in that fight, in CUPE; I think you'd make a very important contribution. But you know, there'll be frustrations too, and it's a very sort of dynamic situation, and it's not a stable structured situation, and, you may have had lots of problems in AUCE, and those things will continue in CUPE too because that's how the labour movement operates. But certainly you'll have a chance to voice your views, and to take your positions, those opportunities will be there.

SK: We could also offer you the 18 defence campaign ...
(laughter)

RM: Well, you know really I think both organizations would probably be the richer for joining and I appreciate what you people have said. One of the things that John and I have been trying to do, is we're not trying to sell you the organization, in that sense. We're trying to be factual and to be forthright with you, as to, 'there's where it is, that's what it can offer,' and I can honestly say it is. I've been with CUPE since 1964. Oddly enough, in 1963, when they were proposing a merger to bring about CUPE I was against it, and I was against it perhaps for all of the reasons which have now proved to be wrong.

SP: I have one question. I guess we do have an example of a merger with CUPE in terms of local 3... Can you give us some specifics of the advantages that both sides have enjoyed? as a result. Or maybe some of the problems even.

JC: Well there have been lots of problems, because the Labour Board, in its wisdom

or otherwise, chose to bring the AUCE membership into the CUPE local in the middle of the strike, as I'm sure you're aware, and obviously the loss of their union, plus being put on strike, was a difficult thing, and the process of reconciliation there and merger has been a long one, and it's not complete yet by any means. But when I look at that local, and I can say this, because of the AUCE contribution, a) we've got one hell of a good contract there, it's not fully resolved yet but some of those clauses are really great, because they've got some of the best things that we had in the old CUPE agreement, plus alot of the good things in the AUCE agreement. I don't know if you know the process of the arbitration or ... what happened was the two groups got together and melded the best of each agreement, and basically we got that in the arbitration award. There's a strong move in that local, much stronger than before, towards equal pay, as a result of the AUCE input. No doubt about that. Because the AUCE wage scale, as you know, was a single scale, there wasn't an outside inside, clerical maintenance kind of distinction, and I think thats been a very good thing for that local. The level of participation has been great, not entirely because of the AUCE contribution, because I think the Selkirk local was a good local before that winter, it is really amazing to me. I was in there about a week and 1/2 ago, and when I look at that executive, it's just amazing. There are ten people there any one of which could be the president and do an excellent job as a president, and sometimes I'm talking to three or four different people who are different from the last time I was there, but I know that they all do represent that local. What you have done, as well for us is that there is one hell of a good local in that area because of the contribution of both sides ...

RM: You were mentioning at the beginning about your mandate from the convention. What is the time frame, or is there a time frame?

SM: Well the resolution from the convention was to seek affiliation with the CLC intact as AUCE, and if that was not possible to consider the alternatives and do the research, put out the information to the locals to perpare for the special convention in the spring, so there will be a convention sometime in the spring, the date hasn't been set yet, early spring, and at this point we still will be talking to one or two organizations and going to local meetings and discussing the information we have, answering questions and so on. In terms of what comes out of that convention I would say it is still to early to say, the locals are going to be generating resolutions ... the convention will be quite an important determining point ...

SD: As a committee we don't all share the same perspectives on affiliation, we will be reporting to our membership,

RM: I wouldn't want to adjour without saying to you that if you need further meetings

or if you want to discuss it with quote quote people of higher authority, that can be arranged. If, for example, it may take a little to set it up, but if you would want, perhaps, our president to come out to meet with you then I am sure that can be arranged.

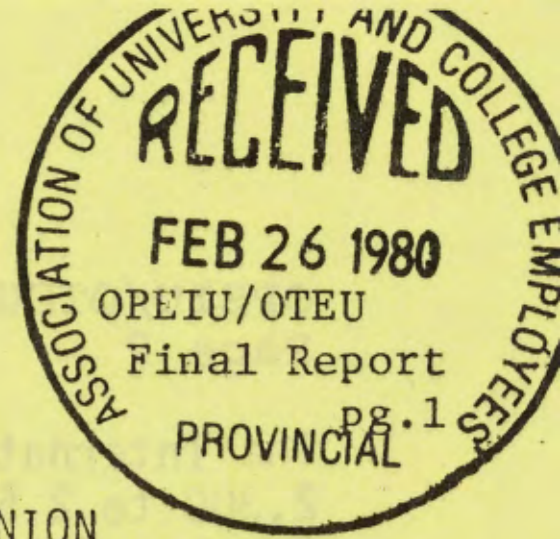
SD: We did talk about possibly meeting with your women's committee, but we have to figure out what kind of time we have.

: Well, thank you.

RM: Our pleasure.

/SK
April 1980

AUCE Provincial (c)



AFFILIATION COMMITTEE REPORT ON THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION -- Also known as OFFICE AND TECHNICAL EMPLOYEES UNION

The OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION is known as the OPEIU in all locals except Locals 15 and 378 in British Columbia - these two locals were certified when it was illegal in B.C. to organize 'professionals' and they have not yet changed their name to OPEIU even though the law has now been modified.

OPEIU is an International Union with its headquarters in both Washington, D.C. and New York, N.Y. There is an International Convention held each three years - a convention is called for June 1980 in New York City.

Last year the first Canadian Convention was held - a Consulting Committee was formed which reports directly to the Canadian Director, Romeo Corbeil, in Montreal, Que. The Canadian sector of the OPEIU has complete autonomy and the Canadian Director is elected at the International Convention by the Canadian delegates only.

The total membership of the International is over 150,000 approximately and membership in Canada is 21,000 in 60 locals. Membership in B.C. is approximately 9000 in two locals.

The OPEIU is a 'white collar' union of office and technical employees including various professional categories. Officers of the Union do not feel that they have overlapping jurisdictional problems in the B.C. Federation of Labour as the other two unions, which organize office/technical workers, organize mainly in the government or municipal jurisdiction.

The OPEIU is directly affiliated with the Canadian Labour Congress. The International pays a per capita tax of 25¢ directly to the C.L.C. - this is the one area in which the International would have control over the Canadian sector. The British Columbia locals are affiliated to the B.C. Federation of Labour and each local pays a per capita tax of 25¢ to this Provincial Labour Organization. The OPEIU is also affiliated to the Vancouver & District Labour Council to which the locals pay a per capita tax of 12¢.

There are three Canadian Vice-Presidents in the International. B.C. and Alberta come under the jurisdiction of Fred Trotter who is an International Vice-President and is also President of Local #378. It is hoped that a Western Council can be set up in the near future, similar to one that is operating effectively in Ontario.

Delegates to the International Convention are elected by the general membership. Each B.C. local holds five General Membership meetings per year.

There are only two paid executives in the International office, one in Washington, D.C. and one in New York - the other paid staff are office workers and organizers. Local #15 in B.C. has, in addition to other staff, one full-time organizer who is paid directly by the International. Staff people are hired by the Executive Board and they are covered by the Master Trade Union Agreement, not by a signed contract.

The International per capita tax is calculated on a declining scale. For 2,300 to 2,500 members the per capita tax would be approximately \$1.64 per month. All International per capita tax paid by Canadian members is banked in Canada. These Canadian funds are used to organize and to negotiate contracts in the Canadian sector.

Per capita tax paid by members would be \$1.64 from which the International pays 25¢ to the C.L.C. - the locals would also pay 37¢ per capita to the B.C. Fed. and to the Vancouver & District Labour Council. Per capita tax, per member, would therefore be \$2.01.

In B.C., Local #15 is comprised of members in 164 bargaining units or workplaces, and Local #378 services 12 contracts. A few of the larger bargaining units are B.C. Hydro, ICBC, CU&C and Burrard Shipyards. The percentage ratio of female/male in B.C. is 80/20.

Local #15 employs three business agents and has the services of the one International Organizer. Business agents are from the Local; they are elected and go before the Executive Board (Table Officers) to be interviewed, a selection is made and the person is put, first, on a 3-month probationary period and then she/he goes before the General Membership for final approval.

The steward system is the foundation on which this entire union is built. Stewards are elected by the members of their own bargaining unit. Steward training is provided; scholarships are awarded for further steward training and a Stewards Manual is presently being developed.

There are six committees at the Local level whose members are elected by the membership - Political Education Committee, Women's Committee, Constitutional By-Laws Committee, Social Committee, Office Stewards Committee and Newsletter Committee. It is felt that the most active and most important committee is the Office Stewards Committee.

Negotiating teams are elected by members of each bargaining unit and they are always accompanied, during contract negotiations, by a member of the Negotiating Committee. This committee is comprised of Staff and Executive persons who are particularly experienced and knowledgeable in the complexities of the bargaining process.

The OPEIU (International) has a strike fund which pays \$20.00 per week strike pay after the third week. Locals match the \$20.00 - so strike pay is approximately \$160.00 per month. Local #15 has a Defence Fund of \$10,000. and they pay Health and Benefit plans while people are on strike if the employer does not continue to do so. In the case of a strike at one bargaining unit, other members are asked for voluntary contributions for a strike fund. No strike pay is given to a unit that is respecting another's picket line. When one unit goes on strike it is not mandatory that other units strike in support unless they so choose.

Strike policy is worked out according to the B.C. Federation of Labour strike policy - affiliates meet and discuss the situation before a strike is authorized by the Canadian Director of the OPEIU. In an authorized strike situation the B.C. Federation of Labour affiliates can give a great deal of support to the strikers.

Local #378 retains the services of two law firms and these legal support services can be used by any sister unit.

It is felt that the most progressive contract gain achieved recently by the OPEIU Local #15 was the Binding Arbitration contract negotiated for the workers in the office of the B.C. Registered Nurses Association. The arbitration clarified the fact that the nurses are indeed a Union and an employer. Their office workers are now covered by the Master Trade Union Agreement. These workers received retroactive pay back to April 1, 1978.

Local #378 was one of the first unions to fight an equal pay case for women members - they won this case and equal pay was awarded to draftswomen working with draftsmen when the Equal Pay Act was enacted in 1953.

The Master Trade Union Agreement covers all workers who are employed by unions. In fact the OPEIU was founded by workers in Trade Union offices and they are considered to be their 'elite' workers. They are highly paid and their rates set the standard for other bargaining committees to work toward.

One of the goals of the OPEIU has been to negotiate shorter work weeks - from 32½ to 37½ hour weeks down from a maximum of 40 hours per week. They also negotiate the 4-day week and the 9-day fortnight.

Temporary and part-time workers receive top wages under the Master Trade Union Agreement to offset the fact that they receive no other benefits.

Instead of paid Maternity Leave the OPEIU carry a Wage Indemnity Plan with the CU&C Health Services Society whereby workers off work for any legitimate reason receive 75% of their wages. However, through letters of understanding with employers, workers deposit this 75% with the employer and then receive 100% of wages for a 16 week period. Workers therefore receive full compensation for lost wages if they miss work for reason of pregnancy or a broken leg - the key consideration is that wages are lost.

The OPEIU is currently negotiating with the B.C. Federation of Labour for 'family responsibility' leave for its workers. Local #15 follows closely the aims and directives of the B.C. Federation of Labour Women's Program, and puts emphasis on contract clauses that specifically relate to the problems of working women.

During a lengthy interview, the Canadian Director of the OPEIU stated that the single, most important strategy for public sector employees to pursue, at this time, is political union education. Local #378 employs a full-time political education officer. They send delegates to all Union Education Schools and seminars led by the B.C. Federation of Labour and to labour seminars offered by the Vancouver & District Labour Council. Members are also eligible to attend Labour College in Montreal.

The OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION has given to AUCE a generous and friendly invitation to join them. They recommended that it would be beneficial to join as one local rather than as five separate locals. Were AUCE to affiliate with the OPEIU, we would become one Local with a central

office and office staff who would service our four (and, hopefully, five) contracts in five bargaining units. As one Local, AUCE would have the financial resources and energy to carry on its business more efficiently and could direct itself to organizing new members.

OPEIU has offered financial assistance and the use of all of Local #378's office facilities and staff. A submission would be made to the International Convention in June for a charter for a new OPEIU Local. AUCE would have to draw up its own Constitution which would be presented to the Convention. The dues structure and the 'new member' initiation fees would be at the discretion of AUCE with the per capita tax as established by the declining scale. New member initiation fees are from \$5.00 to \$50.00 - Local #378 charges \$25.00. AUCE Local #4 charges \$1.00 and this is considered to be too low. Both B.C. OPEIU Locals set dues at 1 1/8%; 1% of this goes into operating expenditures and 1/8% goes into Defence Funds.

By affiliating with the OPEIU, AUCE would have the entrée into the B.C. Federation of Labour and the Canadian Labour Congress that it believes would be to its advantage. AUCE members would remain together in one unit - AUCE would retain its special characteristics as Post-Secondary Education Support Staff and would retain much of the autonomy that it now has.

When the two AUCE Provincial Representatives from Local #4 met with Opal Skilling, President of OPEIU Local #15 and their International Organizer and again, later, when the Affiliation Committee met with Fred Trotter, President of OPEIU Local #378, we felt that they had prepared very carefully for the meetings. They made available to us their Constitution, details of their financial situation and a great deal of other literature. All of our questions were answered very openly and fully. They offered us the use of their office and research facilities without any indication from us that we would join them. We must, therefore, ask ourselves if the B.C. Federation of Labour has encouraged or perhaps directed the OPEIU to make this positive offer to AUCE. Are we being encouraged by the B.C. Federation to join the OPEIU? Does the Federation leadership believe that affiliation with the OPEIU is the best possible action for AUCE to take? We cannot answer those questions but we can list what appear to be the advantages and disadvantages of such an affiliation.

The OPEIU appears to be a democratic union - it allows a fair amount of autonomy; the locals control their own finances and can set their own priorities in the use of member's dues. The per capita tax revenues remain in Canada and directors in the Canadian sector are elected, at Convention, by Canadian delegates only.

The OPEIU is not a Union that hits the headlines but neither is it often forced to carry on lengthy and debilitating strikes. They cooperate closely with the B.C. Federation of Labour which can put pressure on employers when a strike situation arises and mobilize support from other affiliates.

It was stressed to us that the OPEIU Stewards are given every possible support - they believe that the members' best interests are served by a good Steward system, and with this we agree.

According to the people from the OPEIU, AUCE is not a 'growing' union - we are not, at present, being as assertive or as effective as we might be because we are not coordinating and using our resources of money and person-power to our best advantage. Our Provincial Executive and facilities are completely overwhelmed by the volume of work. The type of structure offered by the OPEIU, they claim, would seem to be the one, within the C.L.C., most compatible to a union of our size and composition.

The Canadian membership can decide to leave and form their own independent union at any time, and the Canadian units have the right to establish their own autonomous Canadian national union.

For those who have negative feelings about International unions, it would seem that the OPEIU Convention has recognized and has made important provisions for a 'partnership' relationship with its Canadian sector. - But the final decision-making Board is in the United States - albeit there are three Canadian Vice-Presidents - - - the Washington, D.C. headquarters serves as a 'lobby' and this function is not particularly useful to Canadian workers.

Excerpts from the OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
CONSTITUTION

I have extracted only those items which would seem to be particularly important or would be suitable items for discussion. (The language has been simplified and comments added).

Membership: No person shall be admitted to membership who belongs to an organization or movement whose aims are contrary to principles of the governments of Canada, United States and the Commonwealth or Puerto Rico.

Convention: Convention is the governing body and legitimate source of all authority - between conventions the Executive Board exercises all authority.

Conventions: Conventions are held once each three years in May, June or July. Special conventions can be called but the procedure is so complicated that it is doubtful that it could be achieved. Convention call is issued 90 days prior. Resolutions, petitions etc. must be submitted 21 days prior to convention - by Local Unions. Resolutions put from the Convention floor must have the consent of two thirds of delegates to be heard.

Representation at Convention: Each Local Union shall have 1 vote (1 delegate) for each 100 members or major fraction thereof to a maximum of 5 votes (5 delegates). Local Unions with less than 100 members shall have 1 vote (1 delegate). Delegates must be in good standing and be elected by vote at the Local. Officers of the International can vote at Convention only if they are duly elected delegates from Locals - except the President who shall be a delegate from the International.

Resolutions Committee at Convention: The President shall appoint the Resolutions Committee at Convention and endeavour to achieve regional representation on this committee.

Canadian Autonomy: Canadian unions have the right to establish their own autonomous national union.

Canadian Director: The Canadian Director is elected by the Canadian Convention delegates only. The Canadian Director may authorize strikes in Canada only.

Discipline: Locals in arrears in per capita tax three months shall be automatically suspended. Any discipline for any other infraction (violation of the constitution or action contrary or detrimental to the welfare of the International Union) shall be commenced by the Executive Board by serving written statement upon the party or parties in violation. A hearing shall take place; a hearing officer shall be appointed; the hearing officer shall preside and submit a report in writing. The accused shall have the opportunity to present evidence, witnesses, documents or statements. An appeal may be filed within 2 weeks with the Executive Board which shall make its decision at the next regular meeting - or the President may rule in matters of emergency. Any disciplinary action taken by the Executive Board may be subject to appeal to the next regular Convention which is the final authority in all matters of discipline. An appeals Committee may be set up by Convention and the aggrieved may appear - but only with the consent of the Convention.

Locals: There is a charter fee of \$50.00 per Local. Twenty-five persons may apply for charter (no less).

No Local union can be dissolved while there are 7 dues-paying members.

All Locals shall have as officers:- President, Vice-President, Secretary-Treasurer, Recording Secretary, three Trustees. Officers shall be elected by the majority.

Terms of office shall be not less than 1 year and not more than 3 years.

The Secretary-Treasurer shall be bonded, monthly statements must be submitted to the International Secretary-Treasurer. Trustees shall audit the books at the expiration of his/her term and quarterly during his/her term.

All new members must fill out application and authorization cards.

A Local may not do a 'special' assessment on members more than \$4.00 per year and this must be approved by majority vote by secret ballot.

Respectfully submitted: Anne Gilbert, AUCE Local #4
Carol McQuarrie

FT 50 plus members in one bargaining unit get a representative. Smaller groups combine to elect a rep.

The Executive Council meets at least 5 times a year.
The Executive Board meets once a month.
We have designed our own structure, and you could do the same. Our structure covers the whole of BC, and we bring people down from Prince George, Fort St John, Fort Nelson etc for Board and Council meetings.
It would be entirely up to you to determine your own structure. We would only give advice and any assistance we can. The same would apply to officers. If you look at the international constitution, you'll see it only gives very sketchy descriptions of duties - this is to allow you to draft the descriptions you want to, for the positions. The constitution is a little more specific with regard to finance and financial accountability, sending financial reports etc.

The international constitution only sets out minimums in terms of initiation fees and dues. Initiation fees are a minimum of \$2.00 to a maximum of \$50.00. We operate on \$25.00 in 378. (Local 15 is same). Minimum dues are \$5.00 per month. Beyond that, it is not specified. For dues and initiation fees it would be up to you to set your own fees.

Local 378 and 15 dues are 1 1/8% (one and one eighth). We operate on 1% and 1/8 goes into the defence fund. We would recommend to you, whatever you decide in terms of affiliation, that you work on the percentage dues principle. This allows you to budget better. Your revenue goes up according to what you negotiate.

Any local constitution must be approved by the International, and any subsequent changes must be approved. There has never been any problem with this, and shouldn't be, provided the proposed changes incorporate good union and democratic principles. I'm sure AUCE would have no difficulties.

The International has about 100 000 members - 200 local unions in Canada, U.S. and Puerto Rico. Canada has about 21% - about 21 000 members, in about 60 locals.

The International constitution has a clause recognising the right of local unions in Canada to establish their own autonomous national union if the majority of Canadian members wish to do so. This was achieved at the international convention in 1974. Conventions are held every 3 years, and since then we have held a Canadian convention a year before the international convention, also every 3 years. Since that time, we have found no problems in being affiliated to the International Union.

At our last (and also our first) Canadian convention a resolution to separate was almost unanimously defeated by delegates to convention.

This was done for the following reasons:

1. We have more autonomy within OPEIU than do many locals in national unions;

- FT
2. It would cost more to operate an organisation with only 21 000 members, with no additional benefits;
 3. Being in an International Union can be helpful at times. We represent workers in some international companies - e.g. Greyhound, Rent-a-car. On occasion, the International President has been able to help us with difficulties in negotiations, etc. The same applies to other international unions. If disputes arise - e.g. with IBW or Teamsters, the International President is close to the Headquarters and can be helpful.

International has 14 Vice Presidents. They are not full time, but meet for two weeks in each year - in spring and fall - between conventions, as an Executive Board. 3 Vice Presidents are elected from Canada, and these are elected only by Canadians. Only the President and Secretary-Treasurer are elected by all members of the union.

We receive each year from the International a financial statement setting out the revenue and disbursement of funds in Canada. Only 2 executive positions are full-time paid -i.e. President and Secretary-Treasurer. The current Secretary-Treasurer is Bill Lowe, who is Canadian, and a past president of Local 378.

I think our structure is quite unique, and as good as anything else around. We have always found that although we only represent 21% of the membership, we have a strong voice at Convention, because we get full support within our caucuses. Generally Canadians don't debate exclusively American issues, and our Canadian Convention handles Canadian matters.

That covers the more important elements of the International constitution.

I have brought material which we use for new members in Local 378. You as a local would determine what you needed. We've brought a copy of our local union constitution. Its being completely revamped at present. The same is true of Local 15. At present the constitution is changed through local union meetings. We are moving to having changes made at convention.

Here is a copy of the quarterly statement we receive from the International which may help to put the size of the International into perspective. By the way - we also put into a travel account - a Convention account \$10.00 per month, used by delegates at International Convention. Balance on deposit for International : \$1 389 000. The International budget is very close to ours, as a local union. We have about \$200 000 less in our annual budget than the International. Our defence fund has about \$650 000; the Int. has \$900 000. With 2300 members you would not be a small union either.

I'll leave one copy of the quarterly statement, and a similar quarterly statement on the defense fund.

OK - now you can fire away.

Sheila Perret (SP) .. Sarah?

Sara Diamond (SD) Please outline your strategy for public sector unions in the future. What kind of issues they will face; how to fight against cutbacks. I'm asking because you represent ICBC, and BC Hydro workers are similar to public sector workers, but you have no-one in education. I wonder if you have thought at all about what education sector workers should be doing, and what OTEU could do to help?

FT OK I think you're perfectly correct that all public sector workers are under the gun, through the government and the employer you are with. You're aware of the Public Sector Employers Council of BC - which represent Public Sector Employers. The president was Norm Wilson from BC Hydro. We see his handwriting on proposals in negotiations, and CUPE and BCGEU have the same thing. They are forcing unions to pick up the cost of day to day administration. 8 + 8 has almost become the pattern for settlements of public sector workers right across the province. All public sector unions must start to get together. There is real benefit in having separate organisations. E.g. within our 4 locals in BC Hydro, the Office and Technical Staff benefits from wage negotiations of electrical workers; and they benefit from us because we have made advances in working conditions, sick leave, benefits etc. As far as how we can help you. About a year ago our local started to set up steward-training, and now we are planning an advanced course. We would be happy to have you utilise our materials. We have a Job Steward training manual. Anything 378 has in our library you could use. But you have to determine your own destiny.

Suzanne Marria (SM) How are delegates to convention decided upon?

FT Each local may have a different system. At our local its done by our Executive Council. The Executive Board makes a recommendation. Might be : 2 delegates from staff
3 delegates from the Board
2 delegates from the Council
and we take 5 alternates. We're the second largest local in the International. We usually take our full five delegates, plus 5 alternates.
But you would decide as a local - delegates can either be elected by the membership or by the executive. Delegates can be elected to a maximum of 5.
Under the Canadian constitution, for Canadian conventions delegates can be elected to a maximum of 10.

Opal Skilling (OS) Local 15's delegates are elected by the membership.

SM How many of the delegates who are elected would be rank and file members?

FT Those who make the decision in our local are all elected by the membership. We, as the Board only make a recommendation to Council.

SM Is there any way of saying approximately how many are rank and file members as opposed to staff members, or office holders?

FT I would say it depends on Convention. When we were presenting a

- FT resolution on Canadian autonomy, I made the recommendation that 2 or 3 of our most experienced business reps to that convention. In debate and lobbying it was very important, in order to achieve what we wanted. In our local we would generally have 2-3 staff people out of ten.
- OS In our local its quite open - its whoever gets elected at the membership meeting. It could be no staff.
- FT You would make the decision about that. I think there are benefits in having a cross-section .
- SD I have a question about women in OTEU. Do you have a women's committee? what kind of interesting clauses do you have for women, and have you done any work with equal pay for work of equal value?
- OS In local 15 - I've been in Local 15 for 20 years - It was started by 15 women. The majority of members have always been women. In our contract all employees are paid in terms of their job responsibility, regardless of sex. There are no different rates. Equal pay for work of equal value has always been a firm principle. We have won several LRB cases on discrimination in newly organised bargaining units. Without a contract this would be difficult. One eg : we had a woman who was doing acocunting work, and being paid \$700.00, while her male counterpart, doing exactly the same work was being paid \$1000.00. None of our contracts have separate clauses - its just straight equal pay for equal work.
- FT 378 has the same thing. No distinction between males & females. However - we made a mistake in pursuing equal pay too soon. Initially we had separate scales for men and women. on the same job evaluation system. We were going for equal pay, and we went for binding conciliation. This tells you something about binding conciliation. The decision was made by (Ray Herbert?), and he decided that it was too expensive. So he made women's scale one step less - Group C, which was third step on the women's scale was made equal to Group 2 - second step - on the men's scale. In the subsequent set of negotiations, we got all but the four lower groups equalised - those differentials were reduced by half. Then Hydro started hiring men and women in the lower groups, so it was hard to prove discrimination. After that the law recognised equal pay for equal work - which made negotiating much easier. We are still overcoming that set back. In promotion our clauses are good. Promotion is based on seniority and ability. There is no question, however that discrimination still exists. and will continue to exist while so many women workers are unorganised.
- Anne Harvey (AH) Our women's committee is new, but very active. Local 378 is a very paternalistic organisation, with very set attitudes. We also have an employer who rates engineering as the foremost science in human knowledge - so for anyone who is not an engineer, it is very difficult to get promotion. Our women's group is doing well - we are getting people involved. We are working on contract clauses - examining existing c lauses, and those from other contract. Trying to find out what women want in the contract. We have 52.48% women in the local. The situation is better at ICBC; partly because it is a newer corporation.

- AH But the insurance industry is very paternalistic. If you look at OTEU's history, you can see that we have been fighting for women, in 1949 we were fighting for equal pay. When the first equal pay act was introduced in 1953, local 378 was one of the first union's to fight a case, and won equal pay for draughtswomen. I think you would find no problems in that regard. We all have the same fight.
- FT What proportion of AUCE is female?
- SP A little over 70%
- FT Then within your organisation, you should have many more active women than we do. We found that when we negotiated the 9 day fortnight, the numbers of people interested in the union seemed to diminish.
- OS Local 15 was about 99% women until about 1962. Our organisation has been completely female. We have followed the lead from the BC Fed. of Labour. They have a full time women's co-ordinator, Astrid Davidson. They want participation, and have a very worthwhile program.
- SP How did the number of men come to increase?
- OS We started organising. First in shipyards; neon products - they had draughtsmen and artists, and so did we. And each unit brought in more men. Local 15 began representing the office workers of various unions.
- SM What is the role of provincial and national and international executives in case of a local strike? Who directs the strike?
- FT Any strike must be authorised by the Canadian director, in consultation with the international president. This is to ensure that local unions follow the law. If everything is done properly approval is granted. International Defence Fund benefits are not high. At present it pays \$20.00 starting in the 3rd week of the strike - but if the fund is depleted, there could be no money at all. When our local was on strike at ICBC, the Intern. put in \$250 000 (for a 15 week strike) and our own local added another \$250 000. There are no benefits for respecting picketlines. picketlines.
- SM Has there ever been a strike which was not authorised, and why? And does the national director paly a role in advising a local on how to conduct their strike?
- FT We have International Reps - such as Bill, here. The Intern. Rep is paid by the International, and if a local gets into a strike situation, his job is to give assistance and advice. Thats all we can do. Deciding how long to go on, and what tactics to use etc must be decided by the membership. I am not aware of any union being refused permission to strike.
- SM What is the incidence of strikes, say in the BC locals?
- FT Local 378 has been certified since 1944. We have 12 companies now. In our history we have had 2 disputes with BC Hydro; strike iwth Rent-a-Car and with Dominion Glass - both on first contracts. One with ICBC, on first contract. Can't think of any others. BC Hydro - we had our first strike in 1976.

- FT We used a selective job action system. One of our members challenged our right to levy, and we laid the legal groundwork for the right to do that.
There should be no difficulty, and Bill would go in and advise any local on strike as best he can.
- OS Before we go on strike, we follow a firm BC Fed policy - of holding a meeting of all affiliates, to try to put pressure on the Employer. If we were to go on strike at UBC, we would call a meeting of all campus unions and try to impress on management that all unions are solid. BC Fed averted a strike at Van City in a first contract by having President, Secretary Treasurer etc visit management.
- FT You have to remember that going on total strike is the last ditch. Other systems can be tried first. Overtime Ban, work to rule, etc are regarded as strike activities, to validate a strike mandate.
- SM What is the incidence of strikes at Local 15?
- OS Local 15 has 164 bargaining units. Last year we had 5 strikes - 2 were respecting another union's picketlines. We had to take action against the Teamsters and against the Nurses. 1979 was our worst year ever. The reason we had to take action against Nurses was that we had negotiated a higher base rate than that of a Junior Apprenticeship Nurse.
- FT You have to be careful of comparing different bargaining units. Every employer is different.
- SD Could you tell us what gains have been made in contract negotiations locally recently? For example - wage gains, maternity benefits, etc.
- OS Our highlight of the last couple of years is the 32½ hour work week. It was negotiated for about 400 of our members, with an option of 4 day weeks, or a nine day fortnight. That was a major breakthrough. Building Trades had said they would lead the way in that regard, but in fact we did. One unit - CUNC - has had a 4 day workweek for 4/5 contracts now - and they won't give it up. Supervisors were put on to a 5 day week, in order to pressure union - so the supervisors joined the union.
- AH We have a new maternity clause at Hydro. People returning after 2 years retain their seniority, whether they indicate their intention to return or not.
- FT They can use their seniority to apply for jobs.
I would not suggest to you that affiliation would guarantee you good contracts. It comes down to the strength of the employer. We have some lousy agreements too. Our Rent-a-car is a lousy contract. You have to determine your own strength. BC Hydro has a good contract. The emphasis is negotiating is changing. Hydro has a 9 day fortnight, good wage increases, 3 week vacation, 75% benefits paid, dental plan - all those things. Now 4 day workweek is going to be the next goal, job security, job evaluation, tech. change etc. The same is true for many unions. Benefit programmes are already good.
- SP Our Local 1 at UBC is looking at changing Pension Plan. I wondered if you are doing anything iwth Pension Plans?

IT We started on Pension Plan in Hydro, because that is our major contract. We had a good pension plan. It paid 70% of the average of your best five years, for 2% service up to 35 years. It was not perfect, but it was a good plan. Its a public sector style plan. Hydro had always refused to bargain pensionplans with us. We complained to Minister of Labour in 1975. He told us to take it to LRB - we did, and won, Hydro appealed to the Courts, that because it is covered by the Power Act, it couldn't bargain Pensions. We had to go right to the Supreme Court - it cost us \$30 000 - and we won. 3 days at the end of legislation June 1976, government amended Power Act, making it illegal to bargain Pensions. That's where we stand. It is a political fight.

SM Do you have educational programmes other than Job Stewards?

FT Anne does our publications. We are trying to put out a newspaper every 2 months. It is a difficult thing. I don't know the answer. People now think that the benefits they enjoy are a result of employer benevolence. They don't realise the fight behind them.

AH This is one of the benefits of joining a larger organisation. Education is very expensive. If you are affiliated, you can use the BC Fed programmes - Winter School, job steward training, courses for women. There is a very good course on Women in the Workforce - basic union organisation, speaking, rules of order etc. Also national programmes - Candian Labour College. There are scholarships available, too.

Anne Where is the Labour College?
Gilbert (AG)

AH I'm not sure Montreal.

SM Where were the 250 job stewards whom you mentioned, as having been trained?

AH From our local, in batches. We are running that internally. Using reps to teach basic stewards skills. It is useful also for reps to be available to stewards in their bargaining units. We go through the contract; use role play. We give some kind of basic assertiveness training. Advanced job steward training will just begin this year, and I think we are going to use outside speakers to some extent for that. You would be able to use the winter school. The only limit to that is cost, and there are scholarships available.

FT You shouldn't overlook the CLC's weekend conferences, which are very good. We are learning through doing ours. There are people within our organisation who can advise. Bill will be available, and reps in Local 378 could give advice.

OS You shouldn't forget that for people out of town, we are affiliated to all the Labour Councils, and they get together in the Spring and Fall to put on seminars. Vancouver, New Westminster and Prince George definitely put them on. CLC takes their instructors to Prince George, Nanaimo, etc.

SM Locals pay for these educationals themselves. What does the International spend their money on?

FT Your per capita will be about \$1.64. This is used to maintain the international office - paying President, Secretary-Treasurer and secretarial staff, and also to pay International Reps. Canada has three reps, one of whom is Bill. In addition they will provide subsidies .. in general to councils of unions. Local 15 has had subsidy, because they have been very active in organising. There is also a Research Director, and there are educational seminars. But when you work on a very low per capita, you don't have as much money for services. You should set up a good financial structure within your own organisation so that you can afford to do those things.

SM There are 3 International Reps. How many staff reps are there in BC?

FT Local 378 has 11
Local 15 has 4
How many there are depends on the local

SM Do they come from the membership?

FT Within our organisation, we once had a lawyer on staff. This was not entirely bad, but lawyers don't necessarily come with the kind of trade union dedication you are really looking for when you hire some-one. We might look at it again. We are examining training some-one to be a legal rep.

Lid How do you select your staff?
Strand (LS)

FT Staff positions are advertised in the bulletin which goes to our members; applications are received, and a short list developed. Generally I set up a committee to go through and screen applicants and reduce group - generally from 15-20 down to 3-5. Then I get involved in the process, and finally make recommendations to the Executive Board, who makes the decision.

LS You have a large bargaining unit. Would you have a person working directly with a bargaining unit, or do you have a large pool of people and if there is a problem, say - well, George knows about arbitration, so we'll send George?

FT Within our organisation, we would have 4 reps working with Hydro, 3 with ICBC; one with construction, we have Anne specialising in publication and training; and we distribute the smaller units around amongst the staff as well. But we do have certain individuals now who have had exposure in the larger units, so if we get stuck - we try always to have one rep plus a back-up with experience in those areas.

LS I have one kind of messy question. What happens if a situation develops where there is a conflict between American interests and Canadian? For example, the Birk Hartkey bill over tariffs. From what I heard, some unions in the US said this is a good deal for American workers, and they forgot about the Canadian workers. What did your union do about that - or how would it deal with such a situation?

FT If it was a resolution on the floor which was contrary to Canadian interests, I'd say the mikes are going to be going pretty good. The

Canadian point of view would be well expressed. We would attempt to get the resolution amended into a form we could all live with, first.

LS This is particularly crucial, for example, in the Chrysler Corp. where the American government wanted to cut the wages of all the Chrysler workers, and they wanted to include the Canadian workers, but the Canadian workers voted not to do that. I wondered if a similar situation were to develop, how the International would handle it?

FT Well, in that case there would be some very lively debates. But that wouldn't really change anything, except that, in our organisation we have a Canadian convention, and if we felt strongly enough about anything, we could pass a motion which is contrary to that passed by the International. We haven't really had that problem.

AG Do you hire a lawyer, on retainer?

FT Yes. We try to deal primarily with 2 legal firms. Its a good idea to associate yourself with one - you get a lot better service than if you start running all over the place. We deal with McTaggart Ellis and with Begin, Germaine and Jackson.

AG Could you please explain how your wage indemnity plan works?

OS Our plan at Local 15 is:
First day of accident; 8th day of illness for 39 weeks.
There are other possible plans. We have 1 - 8 - 39, and that provides 75% of earnings.

AG Is there maternity leave payment?

OS Maternity is covered under the UIC maternity coverage.

AG Do you pay the difference between UIC payments, and full salary?

OS In this agreement we use a fully paid system, which sets the base. Not all agreements are the same.

FT Before people leave I'd like to say a few things.
After the committee makes a decision, if you were to go to the membership recommending affiliation with the OTEU I can guarantee you that we will give you whatever assistance you need. If you need material printed to assist you with that, then we will certainly do that. In addition we would be prepared to meet - if you wanted anyone to attend meetings with your members, we would be prepared to do that.
The other thing I would say is this - I don't know your financial situation I don't know your structure, I have heard that you have a bit of a case hanging over you at the moment which could cost you some money if it went the wrong way or something. I don't know any details about it... But I would say this. If AUCE decided they wanted to join the OPEIU as a local union, and upon looking at your finances, and knowing what route you were going having a good organisation, depending upon that situation, I would personally be prepared to make a recommendation

to the International Executive Board to financially assist you in the first years - you know, over a period whatever was helpful, maybe a year. I'd be prepared to make a recommendation to the international on that basis depending..... I would have difficulty assisting any organisation who wanted to affiliate with us, who were going to stay on a very low dues per capita and not do a lot of the things themselves. You set a good sound dues, and try and do things for yourself, and you required some assistance getting off the ground and organised for the first while - I wouldn't mind making a recommendation to the International to the extent that maybe your per capita for the first year would be refunded to you to a large extent. The International does pay certain direct costs out of per capita which is the 25c to the CLC. I wanted to tell you that I would personally make that recommendation,

SM Does the Local pay the affiliation dues to BC Fed

FT Yes, you pay your affiliations to BC Fed, and to the District Labour Councils, to which you are affiliated.

AG How much is the per capita tax for BC Fed

OS BC Fed is 25c

SD We have many temporary workers and part-time workers in our bargaining units, and I wondered what kind of experience you have with bargaining for them. We generally try to win contract clauses protecting them, but have had some difficulty.
A second question is concerning technicians - do you have separate wage scales and benefits for different kinds of workers?

FT First of all, about temporary employees. I think your employer is playing games with that sort of thing, just as ours is. This is an ongoing problem for any union, especially in the public sector. We did win one gain - we got 22% in lieu of benefits that they weren't receiving - we were hoping that would cure the problem - but it didn't cure the problem. Now we have brought in a new definition of what temporary is, and everything related to it, and we are hopeful that its going to assist us is resolving it. I would say that we have gone through this fight ever since I've been in the union. Its not quite as bad when you look at the proportion of the membership which is temporary - but it is a real problem.
As far as wage rates are concerned - we have a job evaluation plan in effect with both of the large employers and that job evaluation plan evaluates all the jobs. You might find a technical job in group 9 - you might find a clerical job in group 9 depending on the factors in the evaluation. We had great difficulty with Hydro on job evaluation and in 1974 we set up a committee to establish a new job evaluation system, fully paid by the employer. Hopefully by the end of this year, that plan will be something we can recommend to the members. If that comes into existence it will provide that there be two people working full time on behalf of the union, appointed by the union, working on job evaluation, paid out of payroll deduction out of the employees cheque. And the chairman is shared.
You mentioned before the wage indemnity plan. I would think that you would have a similar short-term sick leave and a long-term disability plan that you have integrated?

- SP It depends on the local. At Capilano College we get full salary after 30 days - that's for part-time and full time
- FT Well, you know there are all kinds of different plans in different places and I wouldn't want to say that one is far superior to another. For example, the Government Employees - I believe that they get 10 days a year that they can build up - but if they use it, they reduce their bank. In Hydro we have 5 days a year, which builds up - but if you use them, you don't reduce the bank. Say you have 10 years of service and in the 10th use 50 days - the next year you will still have 55 days. It's a different application. Our long term disability plan kicks in after 30 days - 50% of your salary. If you have unused sick leave, you can augment that to give you the full 100%. In ICBC we have a different plan. Provides for 15 weeks at a combination of 100% and 75% then you go on to the long term disability plan which is basically 66%, but it's non-taxable. Premiums on dental, medical - all those things, but the employees pay the long term disability premium, which makes that tax-free, but also creates other problems.
- OS Most of those things are negotiable. You must decide what you want, and we will try and make it available to you.
- FT I would suggest to you that you must look at the nature of your bargaining units and what you can achieve, and we can point out to you some of the different options and methods you can use.
- AG Why do you have different names?
- FT The international has changed its name several times - it was Office Employees International Union. In BC in 1956 they changed the law to make it illegal for professionals to belong to unions. And somebody in our organisation at the time made a decision that we should not have the word "professional" in our name. So we became Office and Technical Employees Union. Now the law is changed again and there are discussions about changing it back again. I don't know that there was a really valid reason for changing it.
- OS It was an organising gimmick to use the word technical. All the other locals in Canada are OPEIU - it's just us in BC.
- FT After many years with one name, to change your identity is hard
- SM What positions have your locals taken with regard to the CUPW strike; and to the remarks that McDermott has made recently?
- FT Nothing has come up on McDermott. We have been really busy. We had quite a difference in opinion in our local about CUPW - on the executive council and between Delegates to the BC Fed convention. Some pro-McDermott, some pro-Postal Workers. That split was pretty 50-50, and as a result we didn't take a position. My support was primarily with the postal workers. I think that although they may have made mistakes, McDermott should have bigger than coming out and doing the things which he did do publicly. I had the young staff rep from the Postal Workers come to one of our Council meetings and he did an excellent job in pointing out their difficulties.

- OS There is their film - the struggle continues - which is an excellent film.
- SP AUCE is concerned about the use being made by the government of student employment. I wondered what obstacles OTEU has come up against in this regard, and how you are dealing with it.
- FT BC Fed has done more than we have as a local union. They set up a Committee, and one of our reps was on the Committee, which reported to Convention. There are a lot of difficulties. We have allowed students to work, provided the agreement is worked out between us and the employer. We will accommodate certain programs.
- AG Do the students get paid a lower rate?
- FT No. We determine the value of the job within the ranking of our other jobs. On construction projects they have had student make-work programs. That presents problems - especially if we have unemployed workers.
- AG Have you turned such programs down?
- FT We assess programs on an individual basis, before turning anything down. I don't think we've ever turned down a legitimate request.
- LS There's a similar project sponsored in some highschools - where they have business students working for free, for experience. What is your feeling on that?
- OS They should be paid.
- AH The BC Fed's education committee struck a sub-committee on that. A number of local unions feel very strongly about that.
- LS At Local One we agreed to have students only if they were paid on the same basis as any other union members
- AG At Local 4 the employer wants to pay students less - their rationale being that they can then provide employment to more students.
- Star Rosenthal (SR) What kind of Health and Safety structures do you have? Do you have committees in your bargaining units, are you doing research, especially in the area of clerical work.
- FT You have to look at this internally. We have a staff rep who has an A ticket.. Anything that comes in of that nature, I channel to him. I have just recently given him some info on video terminals.
- AH Our international is doing some work on that, too.
- FT We got a copy of instructions and warning letter in a crate, and Bud Scott will take a look at that.
- SM What would the procedure be, if AUCE were to decide to join OTEU?
- FT I don't really know. We would need information on AUCE; we would have to look at what sort of a charter would be involved. I don't know anything about that. But I would make the contacts for you, in terms of finding information.

OS The earliest anything could be done would be June, because it would have to go to convention - that is where new Charters are done.

SM What would happen if we missed the Convention or something?

OS I don't know. Perhaps they would call an emergency meeting. It could be done.

FT I will get you that information if you want it now.

AH What is the process from your side - in your members voting etc. How long does that take?

SM Well, we'll be having a convention in the spring to discuss affiliation and out of that its most likely that there will be a referendum mail ballot to all members on whatever options seem to come out of the convention. And then it would depend on the outcome of the referendum.

AH How long does your mail ballot take?

SP 4 - 6 weeks

FT You are 5 separate locals, are you?

SP Yes

SD I think we should wind up, but have one more question - what would OTEU think if we were to affiliate separately, as individual locals?

FT I don't see a problem, but I think your organisation would benefit by staying together and using your collective strengths. If you form a third local, there may be a time when all three locals would want to do things collectively.

OS I'd like to see a Joint Council.

FT That will come. What you'll have to do is work it out to satisfy each union. The Canadian Director has set up councils in Eastern Canada. By joining together, the smaller locals were able to hire staff, and do things they wouldn't otherwise be able to do.

SP We have one local - the Teaching Support Staff Union - at SFU. They have been certified for a year, and are still negotiating their first contract. Could OTEU offer them any assistance?

FT How many in the unit?

Mary Mabin (MM) There is significant turnover from semester to semester. It is in the region of 500 during Spring and Fall. Only 250 in summer.

FT What is the problem in the contract? Just the employer? Have they taken strike action?

SM No. We are still in the process of negotiating. I don't think strike action is imminent. We just had a nice victory over the university through an unfair labour practice we won. LRB ordered the university

to pay a 4% wage increase to our bargaining unit, retroactive to January.

OS Have you been to mediation or the LRB yet?

SM No

FT We taken as long to negotiate renewals. It all depends in your first contract what you started from. Are you using one of your other contracts, and trying to get that across?

SM No, this is all original. We are the only local in AUCE representing teaching support staff. What we did was to study other TA unions and faculty associations contracts and then those of other unions, to get wording down. It took a while to get wording on the table. We have been making progress, but it has been slow.

FT Well, it seems to me that Bill might be a little busy for a little while. Bill would be available to go in and give you a hand with negotiating that contract.

SP Well, its getting late. Thank you very much for your time. I have a lot to reflect on, and I'm sure others do too, before we have our convention.

FT Well, whatever you want at any time, just give us a shout, and we'll see what we can do.

SP OK, thank you.

General good nights...

FINAL REPORT - SORWUC

The Service Office and Retail Workers' Union of Canada - 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 in the formation of the Association of University and College Employees.

SORWUC was formed in October 1972 and continued to do support actions such as assisting the Wardair strikers and organising a boycott campaign in support of striking workers at Denny's restaurant on Broadway. 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. It proved that not only should working women organise themselves, they could organise themselves.

SORWUC was formed to organise workers in retail stores, offices, banks and restaurants and other places which employ mostly women. The constitution is designed to make SORWUC as democratic as possible and to 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 three years in office though the locals and the sections can decide their own limits within that maximum. (Local 1 has a 1 year limit; the United Bank Workers Section has a 2 year limit.) The union also makes a practice of voting on all important decisions by referendum ballot mailed to each members' 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 their 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 us to organise workers anywhere in Canada, although we exist mostly 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 in B.C., Local 3 (Oxfam employees, with members across Canada), and the United Bank Workers Section.

Local 1

SORWUC's first certification was granted by the B.C. Labour Relations Board in July 1973. This small legal office remained our only bargaining unit for another year. Their collective agreement now provides for wages of \$11.00 per hour for legal secretaries.

Local 1 now has 14 active certified bargaining units: 5 day-care centres, 5 offices, 3 restaurants/bars, and 2 social service units. We have approximately 200 members. Members-at-large, people who wish to support the union, and/or hope to be able to organise their workplaces one day, are a significant part of Local 1's membership.

The dues in Local 1 are \$6.00 a month for members working full time under a collective agreement; \$4.00 per month for part time employees, (14-24 hour work week), and, \$1.00 per month (less than a 14 hour work-week), and, \$3.00 per month for members without a contract.

The restaurant industry continues to be a difficult one in which to win and keep a union contract. The employees at the Muckamuck restaurant have been on strike since June 1st, 1978 (21 months). The employees are committed to stand together until they are all back to work under a signed collective agreement. SORWUC members and supporters have rallied to keep the picket line and the strike fund going for those 21 months. In excess of \$32,000 in strike pay has been raised so far; strikers are paid \$100.00 per week. The determination of the Muckamuck strikers is an inspiration to restaurant workers and a warning to employers that we are prepared to fight for our legal right to organise. At this time, the employers at the Muckamuck continue to refuse to negotiate; SORWUC has filed an unfair labour practice charge with the restaurant employer - citing their refusal to negotiate. The Labour Relations Board will make a decision on whether or not to hold a hearing.

Workers at the Tudor Inn in Kitimat joined SORWUC in December 1978. After much stalling by the owners in negotiations, a government-supervised strike vote was held in August 1979 and 93% voted for strike action. Within a week, we had a union contract and a wage increase from the minimum wage to \$5.50 per hour.

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

United Bank Workers Section

In the summer of 1976, SORWUC was approached by bank workers who wanted to organise. Over the next two years, our members in the banks built organisations in B.C. and Saskatchewan and established the legal right to organise in the banks. The campaign was run by the United Bank Workers as an autonomous part of SORWUC consisting of members in banks.

SORWUC was successful in winning certifications for 24 bank branches in B.C. and 2 in Saskatchewan. Contract proposals including a base rate of \$1140 per month, 4 weeks vacation in the first year of employment, a standard 35-hour work-week, voluntary overtime to be paid at double time, promotions based on the basis of seniority and ability, and prorated benefits for part-time employees were some of the adopted contract demands. The wage base proposal was arrived at by calculating the minimum required for a single parent to support her-himself and one child, taking into account such expenses as food, shelter, clothing, medical/dental, bus fares, etc.

After eight months of futile meetings with the banks, the UBW section in B.C. decided to stop negotiations. Our union was unable to raise the money needed to continue and the lack of support from the Canadian Labour Congress was a severe disappointment. However, had there been several thousand bank workers actively involved and paying union dues, we would not have had to rely so heavily on other unions. The banks were able to convince bank employees to 'wait and see' what the union could get, knowing that the union could not be successful as a small minority of bank employees. Twenty-four bank branches in B.C. could not do it alone.

The Saskatchewan UBW an autonomous section of SORWUC, continued to

negotiate and went through all the steps of the government conciliation process. The government appointed commissioner finally recommended a contract providing no wage increase. They were not strong enough to strike, and were not prepared to sign a bad contract. In February of 1979, they too stopped negotiating.

Although the UBW was not able to win collective agreements this time, we made gains towards our goal of a union in the banking industry. The legal right of bank workers to organise was established by SORWUC. There are bank workers all over B.C. who have experience in organising, negotiating, mediation and fighting unfair labour practices. The UBW is not giving up. We are continuing to leaflet banks, talk with bank and credit union employees and to build our organisation.

Local 3

In May of 1979, Oxfam employees signed their first contract. Divided into three regions and five workplaces, the 18 employees in SORWUC Local 3, took two years to reach this point. Oxfam employees were attracted to SORWUC's democratic constitution and their own contract reflects SORWUC's helpful influence and assistance.

Some of the Clauses in the SORWUC Contracts:

- a shorter work-week: 32 hours in a law office; 33 hours in a credit union.
- Personal rights clauses which provide that the employer cannot regulate employees' dress and cannot ask employees to perform personal services such as bringing coffee, typing personal letters, taking clothes to the dry cleaners, shopping, etc.
- full pay for maternity leave
- two weeks paternity leave with pay.
- extra time at lunch once a month, with no loss of pay, to attend union meetings. This enables people with home responsibilities to attend the meetings and participate in the union, thus maintaining union democracy.

Such clauses recognise the problems women face in their double role, not only as employees, but also as houseworkers and mothers. The clauses illustrate some of the ways union contracts can and should meet a woman's needs.

These contracts also contain provisions which are generally found in all union contracts: job security, a grievance procedure, promotions according to seniority, experience, and ability and of course, better wages. Women on the average earn only 57% of that earned by men; to change this, we will need organisation and determination. SORWUC members at the Electrical Trades Credit Union still earn much less than the average industrial wage in B.C., but their rate of \$1,088.00 per month for a 33-hour work-week represents a major improvement over the wages paid in unorganised banks and credit unions.

AUCE and SORWUC

As stated earlier, AUCE and SORWUC share some strong history. AUCE and SORWUC joining together would be a merger not an affiliation. 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 of merger - our constitutions, dues structures, elections of executives etc

The SORWUC constitution provides for sections as well as for locals. A section in SORWUC is an occupational, provincial group. For example, the United Banks Workers Section in SORWUC is made up of just bank and credit union 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 (B.C.) Section of SORWUC.

J. Ainsworth

/submitted March 1980 for Special Convention on Affiliation - April 12 & 13, 1980
SP

Affiliation Committee Meeting with SORWUC
March 10, 1980

Jackie Ainsworth speaking for SORWUC

First off, we have discussed this at our national executive, and we wouldn't see AUCE joining us as an affiliation, but more as a merger, which is to say that SORWUC is very small, about 300 people, and if AUCE joins us it's a bit ridiculous to call it an affiliation, so we would call it rather a merging of our two unions, and would welcome a joint convention if AUCE wants to make such a decision to merge with SORWUC. We don't want to say to you--well, you could join us and this is who your national executive would be--but if AUCE were to decide to merge with us, then we would see holding a special national convention where both AUCE delegates and SORWUC delegates could be nominated for a national executive.

And otherwise, in terms of our structure, both the dues and the constitution, if AUCE disagrees or would like to see changes in our constitution as part of the merger, we are more than willing to discuss that. That's not to say we understand that AUCE's principles are really similar, so we're not expecting a drastic change in our constitution if you want to join, but anything around the structure in terms of how AUCE would fit into it, or around the dues, there are certain things we would really like to discuss with you, but it's not like "this is our dues, and this is what you would have to pay if you came in". There's certainly room for discussion.

The other thing, in terms of the SORWUC constitution, we have, unlike AUCE, provisions for a section, as well a local, and that would be a way that AUCE could merge with SORWUC. We have provisions for occupational groupings in SORWUC, mostly because of the diversification of our jurisdiction. Our jurisdiction is that we organize all unorganized industries, all workers in and around them, which means that we don't just have university and college employees, we don't just have daycare workers and don't just have bank workers. They can all be included under SORWUC's jurisdiction. We were really nervous that in a local in a town there would be a bunch of daycare workers, in small units, small offices, a couple of bank branches, in one local. But different groups, say day-care workers, their interests could get lost within the local, but it makes sense for them to be in that local because they're going to be working with the people in that town on various issues. So what we decided to do was to form were sections, which is how United Bank Workers, of which I'm a member, was formed, and is how AUCE could join SORWUC. A member could not only belong to SORWUC, the Vancouver local of SORWUC, but also to the United Bank Workers section, which is an occupational provincial grouping. In a way it's similar to your provincial organization, which is that it would be responsible for negotiations research and the educational requirements and research of the section.

So, if you're in a section of the local and you're also a member of the national union, what we do is we divide the dues, per capita dues from the local two ways, a half to the national and a half to the

provincial, because presumably the provincial would be taking over some of the educational duties and the research duties of the national for that specific occupation. If you're only a member of the local and the national, then your dues go directly to the national--your per capita dues.

The provincial has the constitutional right to elect somebody full-time; it's quite autonomous from the national union, quite similar, almost exactly to your provincial union, which we had in mind when we set up the section. We see SORWUC as quite a loose federation of independent unions, that is, the United Bank Workers section is quite autonomous and independent within SORWUC, as would a university and college employees section or a hospital employees section, as would the city hall employees section. What we wanted to do is try and maintain the structure of federated union locals.

Our primary objective is to organize unorganized workers and particularly in the private industry, and basically that means that our objective is to organize working women, because that's who's unorganized. To that end we've been doing a lot of leafletting downtown, and are just about to start on another beg leaflet campaign down, and we're holding again something we've done twice and have had a very good response, which is that the Y is going to be co-sponsoring a noon-hour series on lunch hours downtown, a brown-bag lunch meeting, and what we do is we give out about ten thousand leaflets over the series that will run about six weeks every Thursday afternoon, and we get from twenty to eighty office workers every lunch hour. We're going to do that again, starting the first of May.

The first one is "The Girls in the office", sexism in the workplace, the second one is the concern we can never forget, daycare or childcare, the third is "everything you ever wanted to know about your legal rights on the job", the fourth one is about women's federations and unions, and we really interested to see who comes to that one, the fifth one is "a union contract--what's the point?", and the sixth one is "organizing your office". Various people from downtown are going to be giving the seminars. We met lots of people who are organizers in SORWUC now through the old library series. It's really good the Y is co-sponsoring it; they've put in onto their bulletin for things to do on your lunch. That's one of the main things we're working on right now.

As well, we've been really concentrating on getting organizing workers into offices these days.

Last year the priority of the Local 1 convention was winning the Muckamuck strike. I'm not so sure we've won it but we haven't lost it. This year's priority is organizing offices downtown

*Due to damage to the audio tape the transcript will continue from notes taken at the meeting.

We have applied to the Federal and Provincial Labour Relations Boards for certification of a telephone answering service, just to be sure we get certified (under one of them). A hearing has been scheduled on the the third decertification application for Muck-a-Muck for March 26, 27 & 28. Evidence of management harassing people to sign decertification letters will be led. A meeting between SORWUC, Rod Germaine, the Chairman of LRB, the employer and scabs was held on March 10, 1980. Ulryke Weissgerber will represent SORWUC at the hearing. Adams Laboratories decertification hearing will be held on 10, 11 and 12 March, but we don't expect a decision to be made before the Muck-a-Muck decertification hearing.

Local 3 has organised the OXFAM office workers - there are 24 people, 10 in Ontario. Because the employer voluntarily recognised the union, it was not necessary to apply for certification.

Star Rosenthal (SR) : What would AUCE contribute to SORWUC, and why would you want AUCE to affiliate with you?

JA: I would only consider it beneficial if both organisations are committed to organise unorganised workers. AUCE members would have a say on how SORWUC operates. SORWUC would benefit from having 2000 more working women in the union. We see AUCE as a sister union in the struggle to organise. Our constitution is similar to yours, and ensures local autonomy.

Sheila Perret (SP): How successful have your fundraising campaigns been?

JA: We survive financially on dues, personal pledges and donations. Our day to day expenses are covered by dues. That is to say, the union members support the day to day operation of the union. The United Bank Workers are not going to do their next drive in the same way. They will not be dependent on other unions for the money to finance the drive. Signing up the downtown core will be crucial. We have set up a shop steward structure which will operate a dues check-off before first contract is signed.

Sara Diamond (SD) : Would you see SORWUC and AUCE, if they were to merge, maintaining a perspective of trying to join the CLC?

JA: SORWUC did apply to the CLC some years ago, during the first bank organising drive. They gave us the same response as they gave you - that they would not consider us intact, that we occupied the jurisdiction of one of their affiliates, OTEU, CUPE - BUT they said they would be glad to have the United Bank Workers' Section, they didn't want the service and office workers or the daycare workers. And we told them that they would have to take all of us - we weren't going to split. They weren't interested in the Bank Workers, they've never seemed interested in bank workers historically - but they sure were interested AFTER we got the decision to organise banks branch by branch. That was a major decision that we got without any help from them - we did it on our own. Actually, we think they should still have us and our recommendation to affiliate as SORWUC National still stands - intact.

About CCU (Confederation of Canadian Unions)? We didn't want to affiliate with the CCU because our first commitment is to organise working women and the CCU suffers from a lack of female membership, at least then it did, there's male domination; their affiliates are mostly trades, which are occupied by men mostly - they wouldn't have too much in common with our members...

SORWUC: Did you know that a majority of women workers in B.C., the ones in unions are in independent unions! There's the B.C. Teachers' Federation, mostly women; the Registered Nurses Association of B.C.; the Vancouver, Municipal and Regional Employees Union (VMREU) - they broke away from CUPE; there's the Hospital Employees' Union - they broke away from CUPE, too; there's us; there's AUCE. That's interesting...there's also the Service Employees International. I think that the 'break-aways' are independently managing; it wasn't for feminist reasons that they broke away - but they're certainly doing O.K.

AUCE: If you had 150,000 members the CLC would want you...

SORWUC: When we met with Ed Johnson' of the CLC and he told us the same thing as they told you - that we had overlapping jurisdictions. But, he told us that when the United Steelworkers of America are organising office workers in Saskatchewan! It seems that whoever has the cards gets the jurisdiction...

AUCE: How's your 'Legal Department'?

SORWUC: Well, we have researchers, we have set up an apprentice programme so that everyone can learn. We represent ourselves at the Labour Relations Board - we take turns, and our record is pretty good. The only time we had a lawyer was for the 'branch-by-branch' decision. We have made applications on unfair labour practises, assault charges, criminal charges (related to the Muckamuck strike), the people who are involved learn to do it themselves and they're getting pretty experienced with the Labour Codes and how to ask questions. Often we will have a lawyer 'go over' our submissions, once they're prepared - but we do the work of the lawyers.

AUCE: What is the relationship between organising the unorganised and servicing the locals?

SORWUC: We feel very strongly about local autonomy, SORWUC is a bargaining unit organisation... We service our locals better than any other union; we lobby the government for the changes... It is important for the units to look after themselves - one good one is the Homemakers - it seems that the employer is out to get them...

AUCE: An explanation of your dues?

SORWUC: Well, Powell River for example, they were just setting up - so we try to help them out. They send us their dues and we have sent some back. Because they aren't on the Lower Mainland it is easier if they service themselves as much as possible - they get experience. (See the 12-page bulletin, dated February 1980 for the detailed breakdown of the dues structure, ed.)

SORWUC: We are committed to the idea of building our own union and we can do that best ourselves. Education? - this is a primary function of the National Executive. We are producing a Negotiating hand-book; we used some AUCE contract clauses in it - it's a collection of various 'musts' for negotiations; bad and good contract clauses; tips on research; resources; bargaining pointers - it's not finished yet. It also includes all the standard management arguments used in bargaining. Well, we also offer Shop Steward Seminars, for our in-town and out-of-town locals - we have travelling Shop Steward Seminars. We are really interested, we really see a need for educating unorganised workers. Our seminars are back-to-basics types and also for people with different experiences. We shared a seminar at Capilano College with AUCE a couple of years ago. Did you go?

AUCE: Yes, I participated; it was a good seminar. We're looking forward to your seminars at lunch time at the 'Y' in May. Good luck with them and thanks a lot for coming to see us. Thanks for your time, Jackie. END OF MEETING./see other report,

TRANSCRIPT OF TAPE OF MEETING BETWEEN AUCE PROVINCIAL
AFFILIATION COMMITTEE AND JACK NICHOL, PRESIDENT, UNITED
FISHERMEN AND ALLIED WORKERS' UNION, MARCH 15, 1980

AUCE: One of the reasons that we've asked you to come here is that we are researching affiliation to the CLC. We had originally applied to the CLC for admission intact as AUCE -- in other words, as we are -- and the response that we received from the CLC was that we couldn't come in as we are--we would be welcome to merge with one of their three affiliates that have a similar jurisdiction. However, we are aware that the Fishermen were involved in a similar situation, and had to lobby for a number of years for admission, or re-admission, to the CLC intact as their own organization. So we were wondering if you could give us a little background.

NICHOL: We were actually affiliated to the Trades and Labour Council. There were two organizations at the time, there was the Trades and Labour Council, and there was the Congress of Canadian Labour I think they called it, the CCL. Something like the AFL-CIO in the States: one organization representing the crafts, and the other, the CIO, was the Congress of Industrial Organizations. Back in the Cold War era, somewhere around 1952, the Union (UFAWU) was suspended by the Trades and Labour Council. We were just one of the many unions that were purged out of the TLC to remove all of the left-wing taint from that respectable organization. It was a matter of our union mounting a campaign over many many years trying to get back in. At the same time, make no mistake about it, the Canadian Labour Congress can be as much a part of the Establishment as any other section of it. They had the United Steelworkers of America raiding the Mine, Mill and Smelter Workers' Union, which was a left-wing union under the leadership of Harvey Murphy. They were finally raided right out of existence. Now the Steelworkers have most of the old Mine-Mill jurisdiction, except that there has been a considerable break-away by a lot of the sections that have left Steel and gone into some of the Canadian unions like CAIMAW and CASAW. At the same time, they sicked the Seafarers' International Union on us...They tried to raid us, and I think finally they signed up about six people. And one of the reasons they couldn't really raid us is because we're our own organization. I mean, Homer Stevens, Bill Rigby, all of those people that built the organization were fishermen, they built it themselves. It's something they put together, it's not something that a big international came in and did. So the SIU, they were

around the waterfront with bicycle chains and baseball bats and that sort of thing, but weren't very successful in signing people up. But the Cold War period lasted for some years, and in the meantime we were making the pitch to get back into the Congress. I think it was around 1956 that the CCL and the Trades and Labour Council, they merged and formed the Canadian Labour Congress. Finally, as the political situation became a lot better, we were mounting quite an offensive. The first convention of the Congress that I attended, as an observer, was in 1960, here in Vancouver. We were always able to spark a real big debate. We'd take at least one day of the convention's time with a debate on resolutions for the re-affiliation of the UFAWU. It was good for a day's debate in the Federation's conventions as well. Then they started playing all kinds of games with us. They said that we had never re-applied for affiliation. We had been suspended from the Council, the TLC, and the Union had never shown any interest in affiliating with the Congress because we'd never applied. We said, well that's nonsense. But it was a story that was going around the labour movement, and so we made a formal application, and that was about 1967. And still our affiliation application wasn't given consideration. And then they dreamed up a new one, and it's the kind of thing that you're faced with. Well, they said, 'The UFAWU is acceptable to us, it can come in. But they in the meantime had set up the commission on constitution and structure. That commission said that there should be no proliferation of trade unions, that they didn't want additional trade unions. And so the only way that organizations could gain affiliation was to come in through an existing affiliate with appropriate jurisdiction. And with us they told us it was the Canadian Food and Allied Workers' Union. Though I think when we first started discussions it was the old Packing House Workers' Union and they merged with the Meatcutters and formed the Canadian Food and Allied Workers' Union, which is still an international organization. We'd been through a particularly bitter strike in 1967. It lasted some four months, and that was the time that [redacted] and [redacted] went to jail. The Union was fined \$25,000 for contempt of court, and the legal fees and whatever the cost of the strike pretty near broke us. In order to keep a lot of people off our back, including some of the trade unions, and some of the people in the CLC, we did hold talks with the Meatcutters and the Packing House Workers. But it was the same story, everybody wanted their pound of flesh. We're an organization, we do all of our own organizing, our own bargaining, we pay all the cost of that, all the cost of strikes and whatever, and all that these people were interested in was money, and we had to go in there and pay them our X number of dollars per member per month, and really for nothing, because they were telling us, "Oh, we still want you to do your own thing -- you do

your organizational work, you do the bargaining and whatever," and they weren't going to pay a nickle. We were going to have to bear all of that cost, as well as pay them an affiliation fee. You talk about the Mafia, you know, well this was extortion of the highest order. They were just telling us, "Well, sure, you can get into the Congress, but some organization is going to pick up a pretty healthy per capita tax. And we didn't want to reduce the thing to the level of simply money. But, on a principled basis we argued that our organization was entitled to go into the Congress directly. The talk about the proliferation of unions was nonsense. It wasn't as if our union didn't exist and was only going to come into being -- we'd been around since 1945. So how can we be "one more union". We'd be one more union in the Congress, that's true enough, but so what. And we're an organization, an industrial organization, that is highly unique in the fishing industries anywhere on the North American continent. So we finally turned down the idea of affiliation with an international union. We then opened talks with the Canadian Brotherhood of Railway and Transport Workers, and the possibility of affiliation through them. The Congress wasn't too happy about that, but they didn't say very much. And while we had a pretty good rapport with the CBRT, it was still the same thing: "You pay all the cost of doing all of your work and whatever, and pay us \$2.50 per member per month, and we'll get you into the Congress. Which I...well, at one point I told them, "Well, you take over the whole thing -- you pay all the cost of organization and bargaining, whatever, and you collect all the dues. That's OK with us." They said, "No, we don't want that." Under their constitution, you know, that's really what should have been done. So, while we still have a good relationship with the CBRT, we rejected that as well, and continued to fight for our right to be affiliated with the Canadian Labour Congress. Finally, at the B.C. Federation Convention, in or about November of 1972, there was a real stormy debate on the floor of the Convention. Delegate after delegate, about thirty people lined up at the microphones, and everyone just roasting the leadership of the Fed., and the leadership of the Congress. Bill Dodge, who was then the Secretary Treasurer (of the CLC), was out to that Convention, and when he spoke he just got roasted by the delegates who were calling for our admission to the CLC. Dodge made the statement then that he got the message loud and clear, and that when he went back to Ottawa he would do something about it. We were re-admitted to the Congress on January the 1st 1973, as an entity -- we didn't have to merge with anybody. (inaudible), but we couldn't have done it without a lot of support from the labour movement.

The question arises, why fight so hard to get in there. We'd always done well as an organization, and we did fine without affiliation to the Congress. But we believe that our place is in the house of labour, that we should be a party to the Congress, and that we should have a voice in the policies and the programs of the Canadian Labour Congress, which is the official labour body in Canada. We at one time considered affiliation with the Council of Canadian Unions, and we thought, No, that with all of the support that we had, it would be almost an affront to the people that had supported us all those years if we had looked for affiliation with an alternate organization, and so we continued to fight to get into the Congress. As I say, the Congress can be as much a part of the Establishment as other parts of the Establishment, and in 1967 when we were in a fight for our life in a strike of the trawlers, the Congress not only didn't give us any support, but instructed their affiliates not to support us. While the strike was a coast-wide one, trying to establish a first contract for the trawlers, trawl fishermen, it finally centred in the Prince Rupert area, and we were taking on the Prince Rupert Vessel Owners' Association, whose members fish primarily for the Prince Rupert Fishermen's Coop. The Canadian Labour Congress has a Coop-CLC coordinating committee, and it's a fact that the Coop gets better service than some of the affiliates do, particularly an affiliate like us who they'd just as soon would go away anyway. They actually circulated documents saying, "Don't support the UFAWU." There were unions that did. We were in pretty tough financial straits. The International Longshoremen's Union loaned us \$10,000, and the Mine, Mill Union, which was still in existence, loaned us \$10,000, and that's the only thing that saved us from going under financially -- that and the fact that everybody on staff went off the payroll for a period of time. It almost becomes, as I've described it, sort of a protection racket -- if you're not in the Congress you don't get the help. But, again, our non-affiliation wasn't their choice.

In 1970, we made the decision to organize on the East Coast, among the fishermen. We went down there, at considerable expense, and were fairly effective in organizing, and in a big company. We thought that if you're going to win anything on the East Coast you're going to have to take on the biggest company operating, that was National Sea Produce, and in Lunenburg we had pretty well the bulk of their fleet organized. The company started getting a little goosey, they didn't want to deal with a West Coast union, so called, and finally they called in the CBRT. They were going to sign a sweetheart recognition agreement with the CBRT. The Congress was all in favour of this, in fact the Congress

was likely behind it. So they prepared the document, or whatever, but they never signed it. Then there was sort of a downturn in the interest in organization, and so the company withheld the signing of that recognition pact. They figured, well why deal with any union if we don't have to. I was on the East Coast and I was talking to Charlie Molton of the CBRT, and he said, "We're sorry we ever got into it, we oughta turn the whole thing over to you guys." I said, "Well, you can't turn anything over to us, there's nothing to turn over. We've gotta go and do the organizational job, but you people have to stay out of it." Then Homer went back east, and just about this time the whole idea of organization again took a real lift, and Homer went back there and he had a big meeting in Lunenburg. The company called the CBRT and signed the recognition pact, and they made it a condition of sailing on their trawlers -- membership in the CBRT. If the guys wanted a job they had to join the CBRT. By that time the laws of Nova Scotia were changed. Fishermen, organizations of fishermen, were brought within the scope of the Trade Union's Act, and the CBRT became the certified bargaining agent of the crews there. We struck some companies that were on... Booth Fisheries at Petit de Grat and Acadia Seafoods at Canso and Mulgrave, Nova Scotia. That strike went on for seven months, and we had terrific support from the labour movement -- it was actually the labour movement that paid the cost of that strike. But the Congress tried to do a job on us at every turn. We got no help from the Congress people, in fact they were doing everything they could to break that strike, even to the point that they brought the Canadian Food and Allied Workers in and they took over the representation for the fishermen at Booth Fisheries at Petit de Grat. And they were going around house to house to the fishermen in Canso and Mulgrave trying to get them signed up as well. So, even while we were on strike the predators were out trying to take the fishermen over. The Congress argued that the CFAWU had the jurisdiction in fisheries, and yet it was a paper jurisdiction because they'd never done any organizing. Well they took the... they issued injunctions, the typical ploy. The fishermen continued to picket in the face of those injunctions, and they hauled them into court. There was a bunch of them went to court on the one Friday, and nine of them were sentenced to ten to twenty days in jail, but they weren't put in jail, the sentence was sort of suspended. If they were to go back picketing, well, then they were to go to jail. So they continued to picket, and they all had to go to court the next week, and the judge said, "You all laughed when I sentenced you to ten to twenty days in jail." He said, "Now I'm going to set an

example," and he picked the one man, (name), and sentenced him to nine months in jail. Now something happened that probably would never happen in B.C., unfortunately, in the fight against the use of injunctions in labour disputes: the wives now picketed. They didn't just picket the fish plants, they went and picketed the pulp mill at Port (inaudible), the sixty million dollar refinery that was under construction, the mines and the steel mill in Sidney, they picketed every industrial sight in Cape Breton, in Cape Breton Island, around that area. Of course, the workers stopped working, and the province was on the verge of a general strike. The picketers went back to court the next week, and the judge apologized, said he was sorry that he'd ever got involved in the thing, and he quashed all of the sentences. But the Congress, they were up to all of their rotten tricks. Finally with CBRT having grabbed off National Sea Produce and the Canadian Food and Allied Workers having grabbed off some of the others, there was nothing for us to do but to leave the province, so we came back early, abandoning our organization attempt. Quite frankly, those other organizations have not done anything really to organize the twenty thousand fishermen in Nova Scotia alone.

The CFAWU has a big organizational and they like to preach how they're CLC and how they built this great wonderful organization in Newfoundland - they did it with the help of the government. The government changed the laws, allowed them to certify the Canadian Labour Congress in a number of directly chartered locals, and they turned it all over to the CFAWU, and then the government helped bring all the fishermen into the organization, and it was done to keep us out of there. It was done so that we wouldn't be doing the organizational work. In fairness to them, they've done a pretty good job in Newfoundland, but the thing is pretty hopeless in Nova Scotia.

There's another organization that started in New Brunswick, called the Maritime Fisherman's Union, and we've had a good relationship with them. I've attended thirteen conventions since they were formed, and they've spread throughout the Maritimes, and the Congress has taken them in without any strings attached. They tried to get them to go through the CFAWU, and they said no. I think they were afraid they might merge with us, affiliate with us, and so they brought them in directly. So they didn't enforce that rule they have in the existing constitutional structure, where you have to go in through an existing affiliate.

One of the things that can happen, though, is that if you were to apply for affiliation, if, and this is the way they get around it, if the unions that have the jurisdiction don't object, then you can come in, but if they object and lay claim to your organization, then the only way you can get into the Congress is by affiliation with one of the existing affiliates. This is what they told us. The CFAWU objected to our direct affiliation, and we just started fighting it, and were able to reverse that decision, but again we didn't do it by just being outside of the Congress, and writing letters; we did it with the tremendous support of all of the unions, pretty well.

I like to think that since we've been in the Congress, we've had an impact. We're, in some sense, I think, the voice of opposition to the right-wing policies of the Canadian Labour Congress. We have a pretty good bunch of debaters when we go to conventions. We're able to

stand up and put our point of view across on some of the major policy questions, for example tripartism.

You know, this idea that somehow labour and big business and the government are somehow all going to get together and regulate the economy and somehow labour is going to get (inaudible) its share of the wealth of the land, the Gross National Product--of course that's dreaming, and that policy has been rejected time and time again. It's been rejected at Federation conventions here, by other federations, it's been rejected by conventions of the Canadian Labour Congress, and yet they're still practicing it. They have these tri-partite gimmicks that are dealing with all kinds of things--some that the Congress has said no affiliate should participate in--but there are others, it's just scandalous the way they're carrying on in the face of the policy statements of the conventions and the affiliates. I was talking to Jim Kinnaird two or three weeks ago at a meeting of the executive council of the B.C. Federation of Labour and he was telling me that he wanted to meet with us because he's one of seven members on a tri-party group and they're discussing among other things, unemployment insurance, and he's part of a sub-committee of that as well that is dealing with UIC. Here we have labour being involved in studying what UIC is going to be in the 1980's. The government is pretty clear on what it's going to do. It's bringing down a UIC program that is going to do. It's bringing down a UIC program that is cutting thousands and thousands of people off Unemployment Insurance. In our industry, I would say 75% of the people who used to qualify for unemployment insurance are no longer eligible because of the more rigid requirements.

So I told Kinnaird I'd be pleased to meet with him. The reason he wants to talk to us is one of the proposals is to remove the fishermen from unemployment insurance. We've been fighting that for a heck of a long time for a couple of reasons. One thing is that fishermen should be covered by unemployment insurance and we fought for that and finally won it when _____ was the Minister of Fisheries. We hear a lot about the cost of UIC--fishermen pay in two million dollars and draw twelve million dollars in benefits. If they'd accepted the formula that we first put forward there never would have been that kind of thing. They just give everybody UIC, it doesn't matter if they earn a hundred thousand dollars a year, they're covered by UIC, and we wanted an upper limit on earnings beyond which there would be no UIC payable. The other important thing to us is to maintain fishermen in programs like UIC because it is part of that thin thread of legislation that makes fishermen employees of somebody, and that's been part of our fight, our trying to get legislation to cover us to formalize by statute our bargaining rights and avoid these lawsuits that take place in every strike we're in. And so here's Kinnaird, the president of the B.C. Fed, on a sub-committee that's dealing with the question of whether fishermen will be covered by UIC, and so I told him we'd meet with him, but I said "Look, what are you going to do with that? Are you going to agree or disagree or are you going to be party to the decision? We have resolutions adopted by the B.C. Fed, resolutions adopted by the Congress that fishermen remain in the UIC program and you shouldn't be meeting with people talking about it. You should be fight against any suggestion

that the government is going to alter it. But they are still are practicing tri-partism and think somehow that it's going to work. All the resolutions that have been adopted on matters like that they never mention in any of their policy papers. They are drawing up a document on UIC in response to the changes that were proposed and they had a meeting on UIC and they sent (Inaudible) to that meeting in Ottawa. He was the only person there from west of Ontario, and they wanted him to help draft the position on fishermen, and so he stayed there an extra four days to helped them draft it, and when they finally had the final paper, there's not a mention of fishermen, not a word of opposition to what they're doing. Same with the combines. As I guess you know, our union is being investigated by the Combines Branch, and we've had resolutions adopted by the Congress. They made a very lengthy submission to the standing committee of the House of Commons on banking--that's the committee that deals with competition legislation--and in the entire submission there wasn't a mention of the Combines Act and it's use against a trade union.

So you begin to wonder why you do it, why belong to the Canadian Labour Congress. Well, for one thing, certainly when you're on strike you get a lot more support than would otherwise be the case. And, in the final analysis, it's the house of labour and it's not going to be any better if we're outside it, and we like to believe that we can have some kind of influence inside the house of labour. If the policies and programs are not correct, we can do what we can to put those policies and programs on the proper course. In that we're not alone. There are a lot of organizations that feel precisely as we do. There's a pretty healthy opposition to the kinds of things that they're doing. It's just a matter of keeping on fighting, and we can't do that from the outside.

We've always been a very high profile union in the resource industry, and it's the resource itself that's always controversial, with the result that we've won the respect of a lot of affiliates in Congress for the fight that we've put up, and any time that anyone else is in a fight, we've supported them, even though for many years we were not affiliated to the Congress. Any time they wanted some pickets, it was always our union they phoned first, and we'd give them support.

Question period begins.

SR: I'd like to ask you a question about the lobbying process. Could you go into a bit more detail on how that was accomplished, getting the support of all the unions, getting the support of the B.C. Fed? When you're talking about the delegates to conventions raising a lot of questions and pushing for affiliation, would this have tended to be rank and file delegates, or would it be the executives of the various unions?

JN: Well, if the conventions were being held somewhere near Vancouver, we would have as many people as we could afford to send. We would lobby the delegates. We were well known and we knew who to talk to. There would always be unions, several of them, that would sponsor resolutions calling for the reaffiliation of the reaffiliation of the UFAWU, and when those came on the floor we would make sure that speakers would get on the floor and debate that issue, and raise absolute hell. Then, what would often happen would be that after a day-long debate it would be referred back and it would never see the light of day until the next convention two years later. One year, I think it was 1968, the convention

was in Toronto, and I got a delegate who was somewhat sympathetic, to get up and demand to know when the resolution on the fishermen was getting back on the floor of the convention, and that man was Denis McDermott, now head of the Congress and then head of the Auto Workers. But you work that sort of thing. What you would need is someone to sponsor resolutions calling for your affiliation and then be there to lobby the more vocal of the delegates who would be sympathetic to your position to speak on that resolution. At the next B.C. Fed convention I would be prepared to have my organization submit that resolution.

AG: When the negotiations were taking place with the CBRT, how was that rejected? Did the total membership reject it by referendum, or did the executive reject the offer?

JN: It didn't go to referendum, because we never drew up any kind of merger agreement. If we'd get to a point where by a decision of our general executive board, or by convention, then the decision would have gone to our general membership by referendum.

AG: So you use the referendum to decide big issues in the union?

JN: Very rarely. We use the governing bodies, like the annual convention to make our decisions, but we have done it like in the matter of dues increase, when we were faced with a financial situation and the convention was some time off. When we do, we only go to the locals. We don't send out a ballot to every member. They decide that right at the local, and if the majority of the locals are in favour, then it's accepted. Our constitution provides that the top officers--president, secretary, business agent--cannot be elected at a convention if there's opposition. The constitution provides that if there were more than two candidates seeking office, there would be a run-off ballot at the convention so that there would be only two candidates left, and then the election would take place by referendum ballot. I think the last time that happened was 1954. Otherwise the officers have been elected by acclamation at conventions. Which says either of a couple of things--we're either doing a good job and the members are satisfied, or nobody else is crazy enough to run against us.

AG: What size are you?

JN: About seven thousand.

WB: You were saying the fishermen were put under UIC. When was that? (Part of the question inaudible.) At about the same time the farmworkers were trying to get on it and you made it and farmworkers didn't. The farmworkers didn't have a union.

JN: I'm not exactly sure, but it was about 1957 or 1958.

WB: That was about the same time they put no limit on what you could earn. Up till then you could earn so much and then you weren't covered.

JN: And that's the way we wanted it for fishermen. We would take the top earnings which are now something like \$20,000 for a self-employed fisherman. Our formula was 40% of his earnings would be expenses; 60% would be his take-home pay and if that take-home pay was now in excess

of twenty-thousand dollars, he wouldn't be entitled to anything. To the extent that his net earnings were short of \$20,000, there would be limits by which that amount would be divided. He'd get that many weeks of UIC. If he were \$4500 short of that, you'd divide that by a certain figure and arrive at the number of weeks of UIC he'd get benefits for. They rejected that. We were lobbying in Ottawa and Paul Hellyer got on the floor and talked about a fisherman who made \$56,000 in a season and was drawing unemployment insurance. That's a fact. That has happened. I met him in the hallway of the Parliament Buildings and gave him hell for it. In our brief we were calling for the retention of fishermen in the UIC program but again proposing a formula that would make it more equitable. But they still didn't listen to us. I guess now it's still pretty well that way. If you have net earnings over that top figure, then any UIC benefits you get are pretty heavily taxed. Some of the inequities are removed by that.

WB: This is to do with the battle you put up to affiliate. Why do they do this kind of thing? It's supposed to be a labour movement.

JN: Yes, but the labour movement is still fighting the cold war. It came down to this. Our union extends all the way up and down the coast. In every fishing community we have a local. We have about 35 locals in the union, and they range in size from 25 members to 2500. Our big Vancouver fishermen's local probably has about 1800 members, Vancouver shore-workers about a thousand members. The B.C. Fed began to get quite concerned about it. They looked at our structure and said "if the fishermen come in here, they'll run the federation". And there was a fair bit of (inaudible) between the left-of-centre forces and the right-of-centre forces within the Federation and we're entitled to something like 75 delegates and when we went in they didn't try to make any deals with on representation or whatever. We were entitled to that number, and during the leadership fight here a couple of years ago we took pretty well our whole 75 member delegation to the Federation convention. But generally, we haven't had to fight the leadership. We've supported the policies. When Len Guy was in there, on key policy questions he took an excellent position. He fought on behalf of labour and we supported him. A couple of years ago, when Kinnaird was elected, we opposed Kinnaird. So be it. We support him now (inaudible).

But that was their problem. I don't know if you've ever followed the conventions of the B.C. Fed, but three years ago they called for a roll call vote and it was on the matter of the officers' report committee. and the roll call took more than an entire day of the convention's time to complete, and their system of roll call is one delegate, one vote, and you voted the number of members you had in your local. So the delegates had to get to the microphone, give their names, the number of people they represented, and if there was more than one delegate from a local, you had to say the number of members that you had, and then they kept a total as they went along, and of course the thing was done to expose our membership structure. One person got up from one local and he voted seven members, but there were others, 1500, 1200, 75, 395. We had nothing to be ashamed of. That's . . . We aren't structured that way to give us strength at a B.C. Fed Convention. We're structured that way because our membership lives in all kinds of small communities-- Bella Coola, a local at Bella Bella, Nanaimo, Campbell River, Deep Bay. We've got a local now on the West Coast, anywhere we have members. And we have to have that, otherwise we'd never be able to maintain any kind of contact with them.

AUCE: Are you suggesting that the Newfoundland Food and Allied Workers Union are (inaudible)? It seems to me that they're putting up quite a good fight.

JN: What I said, in fairness to the Food and Allied Workers Union, or as they call it, the Newfoundland Fishermen, Food and Allied Workers, in fairness, they're doing a good job. They've fought on a lot of issues. I don't know what they've done in particular on UIC, but I don't think they have the same problem down there that we do. They're processing ground fish, and their draggers fish ten and a half months of the year. They tie up at Christmas time and they have a six week (inaudible) and they're all in the shipyard at the same time so they have about a ten or eleven month season down there, and the regular workers, at least, don't have the problem that our people here do in qualifying. When they reduced the eligibility requirements down to eight weeks, it was a good thing for our membership, because eight weeks is about all that a lot of our people get in salmon or herring. Now they've raised it up where they need about twenty, is it, and there's no way that the bulk of the people in the fishing get twenty weeks.

AUCE: Why did the union reject the idea of affiliation with ^{Meatcutters}, prior to you rejecting the CBRT?

JN: Well, it was the nationalism question, the hangup that a lot of people had about international unions. I was in some difficulty; I was the only elected officer that wasn't in jail at the time those negotiations were going on, and because of that I had to go to the general executive and say "look, I don't know where these negotiations are going to take us. I think it's in our interests to keep on with them (inaudible) They kept a lot of people off our back. I had to go to the general executive level and to the convention. Could we merge with the meatcutters? And they said yes at the convention, and that was the authority for us. So it wasn't altogether a stumbling block, but I kept hearing it from people, "what the hell are you doing talking to those international unions?" We had the authority to merge, at least to negotiate a merger. But we just couldn't do it. They just wanted us, without anything in return except affiliation to the Congress.

AUCE: What advantage could there be to a small union affiliating to the Congress?

JN: Well, first of all, your five delegates would make a contribution to better policies for the labour movement. They can't if they just sit back. I don't think you should judge whether you should affiliate on the basis of whether you're going to be able to control the conventions. All you can do is make your contribution to it, but I think you're going to have to remember that you're a trade union, and isn't it in the interests of all workers that they be affiliated with the senior labour body, the Canadian Labour Congress? I think it's just a very fundamental question that deserves a yes answer. If you're in the Congress, of course you're entitled to all their educational programs. We've had people go to the school, and they feel that they've gained something from it. But we do another thing, we have our own educationals, and they're indoctrination sessions, or something like that. Probably our study of economics is done on a more at-home basis than what you'd find at the Congress schools.

JN: We're paying about \$35,000 a year from headquarters for affiliation to the Congress and the Federation of Labour. We probably pay on a more fair basis than any of the others. You're supposed to pay on the basis of paid-up members per month; but we have a problem in that our fishermen members pay dues for the entire year so there's twelve months pay there. In the case of our shore-workers, there's some of them work two months, three months, four months... you'd see quite a rise and fall in our membership month-by-month and we take our membership count at the end of December each year, for the purposes of our own Convention. We pay our per capita tax on that number. They get the same amount of money every month from us. They consider that to be more than fair. I was talking to Kinnaird--they just increased their per capita tax to (?) and there's a lot of unions that have shaved their membership for years and they're paying no more than (?) We don't do that. If we're going to affiliate, we pay our share. But, in terms of the cost, if you want to send somebody to the school at Harrison they'll give you scholarships. I think we're entitled to four or five... no I think we get three five-hundred-dollar scholarships... We send six people and we get \$250 worth, hotel and meals... there are certain return of that kind, but in terms of education, and participation, we are very parochial, not the staff of the union. We were well acquainted with the labour movement and what was going on, but our membership - they didn't understand why we wanted to get into the Congress. Now that we're in there - what have we accomplished, and why why do we pay \$35 000 a year to be there. Its pretty hard to answer - its just that you're in the thing, and that's where we believe we should be. Its a matter of going out beyond your own little circle and seeing what's happening to workers in Canada, and you can't do that unless you are a member of the Congress.

AUCE: You mentioned that a problem that came up in your attempt to affiliate with the CLC was jurisdictional, and that part of that results from other affiliates objecting because they have that jurisdiction. Did you ever ask specifically what affiliates were objecting specifically to your being affiliated?

JN: Yes. In particular it was the Canadian Food and Allied Workers Union. But there was also one other - I think it was the retail clerks - what they had to do with us, I'll be damned if I know - but they did claim the jurisdiction. It was the Meat Workers. at the CLC convention in Edmonton, and it was one of the stormiest sessions we'd ever seen on the question. And Jim Curry he was a representative for the Fruit and Vegetable workers up in the interior. They have about 2500 members, but very seasonal as well. They weren't really much of a force, but old Curry was a good speaker, and he got up there; and Donald McDonald issued a scathing attack from the platform - he was president of the Congress at the time - on communists, and

JN: everything else. And Jim Curry had just spoken, and he got back up to the microphone and said "Jim Curry's no communist, you silly buggers" and McDonald made his famous remark about.... he made reference to his shoe. Something like a (mucker) - that the Russians wear - I don't know what kind of footwear it is - but he said if it fits, wear it. But the BC Federation of Labour Convention in the previous Fall was unanimous in demanding our admittance to the Canadian Labour Congress and George Johnson was the president of the BC Federation of Labour and as such was, in my opinion, bound to carry forward the policies of the Federation. But George was also the top representative in British Columbia for the Meat Cutters. So he got on the floor at the Convention and did a real number on us, attacking us, and demanding that we come in by merging with their organisation. So I got hold of him, and I really gave him hell. I said what happens when you go back to BC - how do you explain that position you took to the Federation. And he said I don't have to. I'm wearing my Meat Cutters cap right now. I'm speaking as a Meat Cutter, not as the President of the BC Federation of Labour. I said you may have two caps, but you only have one head But in the battle to get in there, you have all kinds of treachery as well.

AUCE: And those who opposed Johnson's stand were purged from their own unions, too. ...

AUCE: Was there any reticence from them to tell you that someone was opposing your entry?

JN: No, no

AUCE: Because we met with the CLC and Bill Smalley gave us the jurisdictional argument, but he didn't say that any particular union had made a particular statement, or made an objection. He just said well, look at the constitution, blah blah, blah and then really started nudging us towards CUPE - CUPE would be very interested in talking to us, and we should talk to some of the other affiliates in this jurisdiction. So there was no hesitation when you asked them?

JN: No, they made it quite clear who has the jurisdiction, and made it quite clear to us who it was that was objecting. And there was no reluctance on their part to tell us that. Now, I don't know whether they do that in all cases but I suppose the one thing they can do is look at the sort of possible organisations that would have the jurisdiction, and then tell you that you should come in through them. If you made a formal application for affiliation, then you may find that one of the organisations which has claim to the jurisdiction may object, but if there is no formal application right now, then perhaps there is no objection. And if there isn't an objection then you should go in. There shouldn't be a problem.

AUCE: What is a formal application? We have written to the CLC asking for admission as an affiliate. Is that not considered to be a formal application?

JN: Oh yes. I wasn't aware that you had done that.

AUCE: That was rejected

JN: You just said you had been talking to them.

AUCE: But they never said that anyone particularly objected. They just said that in order to gain affiliation, we would have to conform to the constitutional provisions, and it was a very general statement in the letter that they responded with, and then when William Smalley was here - even then they did not state that they had gotten particular objections. And in fact as far as I can recall none of the unions have said that they objected. Its all been trying to encourage us to merge with them because of the benefits they can offer our membership.

JN: Well, thats something you have to weigh. If you want to maintain your independence, then you'll just have to fight to have your organisation to go in directly, as an entity, rather than merge. And it would seem to me that with the Convention coming up in May, if your application is now dated - that is if it is now more than a year old, I would be inclined to write a new application and indicate in it that your membership has rejected the idea of merger with one of the existing affiliates and just assert that you want to get as a trade union in your own right. And if you have any relations at all with other organisations - and I know CBRT 400, and ourselves and there would be other organisations that would be prepared to support your application. We could write to the Congress and say that we understand that this application is being made, and there should be no strings attached. Your organisation should be affiliated to the House of Labour. Its too late for resolutions now for the Convention, but there might still be a way of raising it.

AUCE: We're not meeting till April 12th

AUCE: Were there any further questions?

.....

JN: Well, it was almost a let down when they finally let us into the Congress

AUCE: Well, I understand when the Trades and Labour Congress and the Union Council affiliated their affiliation committee sat for fifteen years, from 41 to 56. CBRT supported them. I am a former member of the CBRT. I don't know if I agree with that, that they would support us.

JN: Local 400 would, I'm sure. They've supported SORWUC & the Bank Workers. I'm sure that Tommy McGrath would send off a letter and would fight within his own organisation to have them support your application.

AUCE: I don't think we want to convey the idea that we

AUCE cont'd:against some of the points that were suggested to us
(inaudible)

JN: I don't think we need to be against them, with us , we've always had a good relationship with the Canadian Food and Allied Workers and the old Packing House Union before that, certainly with CBRT and the Meatcutters - we've had a good relationship with them; at least for certain strikes we've supported them. I don't think it needs to be seen as some sort of a battle. With a big organization it's a matter of principle. You know, for us , it's better than being told that when you want to organize something there's a chance that without Congress affiliation we were an open target for raiding by any of the other unions. Even that fishing industry on the East coast, had never been organized ; organization had never been attempted , but as you know, the CLC simply says - the CFAW has the jurisdiction of the fisheries; they had never done any organization, well they have now that the Congress has formalized that. They have in Newfoundland, but before that, it was purely paper jurisdiction, They were doing nothing. We organized out here, we didn't do it with the help of any of the big trade unions. People have respected us for that. It's like your membership - where were these big organizations (inaudible) when organization was needed. They didn't come along and help you organize - you did it yourself. And if they didn't want the jurisdiction bad enough then - to go out and organize , why should they be laying claim to the jurisdiction now? That's the way we look at it.

of Canadian autonomy

AUCE: Did you also philosophically support the idea Are you one of those that (undecipherable) opposed to it?

JN: I won again, you know, we have to live with a situation as we find it. We don't try to wrap ourselves in the Canadian flag, we - some of these international unions do a good job - they're big on strike funds for example - I don't know how Pacific Press could have carried on an eight month strike without being part of a much bigger union. The Meatcutters, or whatever, you know it's the same way - Safeway might go on strike but there's dues from all across the country, but when we go on strike, it's us alone - the income stops, we're all by ourselves, and there's a heck of a lot of money that goes out. So I don't think you can just condemn the international unions, simply because they're international. If they're doing a good job, then o.k. but so many of them don't do a good job.

AUCE: What about the Canadian Council of Unions, and CAIMAW?

J.N. Well, they've been in touch with us and we've given it some thought, and we believe that our place was in the house of labour, actually CAIMAW, CASAW, and some of these organizations - they don't have much of an option. They're generally break-aways, or the result of raids on Steelworkers or something of that kind. There's no way that they could get in the Congress. Not at this particular time anyway. Maybe someday they will. What I'd like to see, quite frankly, is a congress of Canadian unions, there would be something meaningful - where all of the unions in Canada have their headquarters in Canada. We'd have an autonomous trade union movement in this country. Well, I can't help but feel it - there isn't another country in the world that has 70% of its trade union headquarters in another country. It's ridiculous. You know, the Cold War thing in Canada - it was instigated by the internationals - you know there's a lot of things that are done. Dennis McDermott, I can recall, at one of the CLC conventions, where there were resolutions on the matter of autopac (?) and McDermott was telling us - I'll handle it, keep out of this, I'll handle it

J.N. what is happening when an organization in Canada can't take a principled position of autopac because it'll conflict with the position being taken by the workers in the U.S. How do you develop policy on things of that kind in a labour movement 70% of which is in Detroit, Chicago and wherever. Now, I think that the voice of labour is a very, very important thing. But, boy oh boy, in some of those internationals if there's someone that's left wing at all, he's very unlucky, and probably never gets to go to any of their international conventions or whatever. He gets to the floor of one of the conventions here and speaks progressively on some issues that are important to Canadians and he's pretty well ostracized by the leadership of the whole organization. There are all kinds of situations and you can imagine where there is conflict between the workers in the U.S. and the workers in Canada if you're talking about policies that are going to be of benefit to us - you know, we talk about our warehouse economy, where everything is manufactured in the U.S., our branch plant economy, everything is sent here to warehouses and distributed to retail chains. We should be manufacturing these things ourselves and putting Canadians to work. How can we really attack the problem of a million Canadians being out of work so long as we're still drawing the water and shipping our resources out of the country. We can't. You can imagine in the big unions where plans are going full blast in the U.S. and they shipping up here that the members of the Canadian section of that union would be critical of that - they'd get no support from their organization - the only way to have a voice is to have an independent Canadian union movement. To that extent I'm very sympathetic to the idea of a Canadian labour movement.

a

AUCE: I'd really like to thank you for coming, I think it's just fantastic history and an inspiration to AUCE
I have a question about - what are the reasons for I saw in the newspaper that you were getting certification

Are you planning a campaign to get support from other unions?

J.N. Well, we had that campaign going for a long time in connection with the combines and an extension of that combines thing is and we have speakers, we have a couple of people touring and trying to generate support for the idea A) they drop the combines attack, and B) they definitely rewrite the legislation to make it possible for us to become a certified bargaining agent with the fisherman on the same status as other workers. As a result of that strike in 1970 down in Nova Scotia Gerald Regan, who was then leader of the opposition, who is something of a labour lawyer, I shared an after dinner platform with Regan many years ago, when I was first at a banquet, and he promised while in opposition to amend the trade unions act of the province, for the fishermen, and he did. I mean, when he formed the government, About 1970, I mean, that legislation wasthen. And, Newfoundland, they did the same thing. They wrote probably the most comprehensive legislation of this kind in Canada. And now New Brunswick is going to do the same thing. The federal government also amended the labour code so as to include fishermen and that was proclaimed on March 1, 1973 and we were just going into our herring season so we immediately applied for certification for the fishermen fishing for that Well, that was in the mill for five years. They set up this new kind of regulations well, I spent 8½ hours on the witness stand in a three day hearing giving evidence on what the union is, and we argued the whole question of bargaining units and how the thing was going to work, and that was supposed to be a prelude to a constitutional reference for the supreme court of Canada and then the lawyer who was with he took three days of records and had a one page statement to take to the

J.N. Supreme Court of Canada and then they through it out. They won't decide a constitutional question in a vacuum. There were several court tests all during that and of course the companies attacked it. They asked for a writ of prohibition to prohibit the Canada Labour Relations Board from dealing with our application for certification, on the grounds

A) that the legislation the parliament of Canada, or any alternative and any that didn't apply to the companies. We went to the federal court and the writ was upheld on the grounds that the legislation was the parliament of Canada. We went to the trial division of the federal court, and the judge confirmed it, but he started talking about this of the legislation. Finally it went to the Supreme Court of Canada and they shot it down and they declined to decide a constitutional question, but said whatever the legislation does to make the fishermen employees, there is no such construction for a employer. So the thing is left in limbo, the fisherman is now an employee, but nobody employs the fisherman. In fact, the way the legislation is worded, it says, a fisherman who is not employed by an employer. So the court says if he is not employed by an employer, how can we argue that the processors are the fisherman's employer? So after five years they shot that down. In the meantime, in the labour code here, in the independent contractors feature, it doesn't mention fishermen specifically, but Bill King, the Minister of Labour when the N.D.P. amended the Labour Code, Bill King, expressed the opinion that the independent contractors feature was sufficiently broad to include fishermen, if it was a provincial jurisdiction, which it isn't. So in any event, we had up until December, 1978, our applications before the Canada Labour Relations Board, and our appeal to the courts. (inaudible)

whether it would be worth it to make another application provincially as the same time as the federal application. We thought that it would just be or may let the federal department off the hook. They might say, well you've applied provincially and we're not going to deal with your applications. So we haven't made that application. But in my opinion, and it's only that, I'm not a lawyer, you may even find a contrary opinion among the lawyers, that if the federal legislation was struck down, because of a lack of definition of the fishermen's employer, then it seems to me that that decision has nullified the provincial legislation as it purports to include fishermen. Now I wasn't on that lobby in Victoria on Thursday, I was here in the Labour Relations Board, but Jim Matkin was saying that you brought all of this on yourselves, and in any event you never applied, for a certificate of bargaining provincially. Well, argued the court case, and he said well we're not going to change it - there it is - you test the legislation. They said they granted 35 certifications under that contractor feature, but not the fishermen, - truck drivers, or owner operators of trucks, the associations of that sort. So what they're telling us is that if you suspect that this legislation isn't what we need what we're saying to you is that that feature is there and you can apply for certification. And then, if finally you don't succeed, then we'll look at changing the legislation. So what they're telling us is to go through for another five years.

the mill

AUCE (inaudible)

J.N. We ended up taking the Canada Labour Relations Board - you know - it was party to that legal action, the Supreme Court of Canada, they were concerned with the status of the C.L.R.B. as an and that federal court says, I guess it was only the appeal division of the federal court, it's kind of a weird court anyway, and they were afraid that if the C.L.R.B. was going to appeal that the court might just throw the whole thing out on the grounds that it had no status. Currently we have status. We are an organization that, well, we were named in the action. Nobody could challenge our status. If we were to appeal and the C.L.R.B. was to appeal, then we would have parallel appeals and the federal court frowns on that sort of thing, so we appealed on the basis that they would pay the legal expenses, We ended up paying for the appeal to protect the right of the federal government to enact legislation

AUCE: If you did ... a provincial certification, seems to me that it would exclude you from evidence...organizing the provincial.

J.N.: No, no... We change the structure of the union and constitution and so on. The labor relations act, as was then, defined the trade union as a provincial organization...or a branch or a local of a national or international organization. And, once we started organizing in the Maritimes, then we were no longer a provincial organization. And our certifications here for sure as intended were held in the name of the union, and not in the name of its locals. We can do it as a provincial organization.....all we have to do is make an application for unit, ..could be certified as a unit of shore workers but we are not a trade union in the meaning of the act, because we aren't a national organization. We changed the Constitution to say that the locals in B. C. form the B.C. Council of the union and our certificates were all changed then to be held by the Provincial Council. Then to organize in the Province of Nova Scotia it is just a matter of filing a constitution with the Labour Relations Board. The locals in the other provinces shall be the Provincial Council of that particular province. The legislation in Nova Scotia which is provincial legislation of course, and CBRT is certified into that legislation. We had to apply for the group of scallop draggers, we made an application, and the Nova Scotia Fish Packers Association, which is an association of 14 companies including B.C. Packers opposed the application and threatened to take it to court to argue that the legislation was ultra vires in the Province of Nova Scotia. So where we had applications made provincially they would attack the validity of the legislation there, and where the applications were federal the same thing there. The companies are not willing to submit to the idea that provincial legislation is valid or that it applies to them. So we made our application to go for a rigid interpretation of the labour relations board ruling - 5 years. It depends who is making an application - truck drivers - yes they can get a certification, But the employer does not oppose it when the legislation is perfectly valid but if the employer wants to attack whether or not the legislation is constitutional then you are in for a long fight. We had that constitution reaching round to the Supreme Court of Canada on 2 occasions, cost us thousands and thousands of dollars. If we could ever get a decision out of the Supreme Court of Canada that said that it is provincial jurisdiction then we could go out and get a change in the legislation. We have taken it to the Supreme court and got shot down both times - they refused to decide. When Munroe was the minister of Labour federally he was going to try to persuade his

Cabinet colleagues to state a constitutional reference and they knew that the Cabinet can do that and if they do the Supreme Court has to deal with it. He was not able to persuade all the Cabinet members to go along with it.

AUCE: Thank you

J.N. I have put together some excerpts from the Fisherman's newspaper for you. What we used to do before we were in the CLC was to print our paper with a 'welcome to the delegate' article in it and then stand outside and distribute it.

AUCE: Thanks very much for coming.

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Page 13

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Recommendations

1

Submitted to the 1980 Special Convention on Affiliation by:
THE PROVINCIAL EXECUTIVE
RESOLUTION NUMBER 1.

WHEREAS we wish to reaffirm our belief in the objectives and viability of AUCE as an organisation, and

WHEREAS AUCE has an history of taking principled positions, of fighting for women's issues and of organising in the the unorganised sectors, and

WHEREAS AUCE has had a significant impact on other organisations, and

WHEREAS the Constitutional structure of AUCE encourages and protects rank and file decision-making in the governance of the union, and

WHEREAS AUCE Local autonomy and our ability to represent our members effectively would be impeded by merger with BCGEU, CUPE, or OTEU,

THEREFORE BE IT RESOLVED that AUCE shall remain constitutionally intact with its current decision-making structure.

the convention's
recommend to the AUCE membership, which will
sent out with a referendum ballot, be
which will include a variety of options,
be that AUCE
affiliation
in any decision
making negotiations

CARRIED

4

Submitted to the 1980 Special Convention on Affiliation by:

THE PROVINCIAL EXECUTIVE

RESOLUTION NUMBER 2.

BE IT RESOLVED that the following shall be the format for the AUCE Provincial referendum on Affiliation:

1. There shall be a letter accompanying the first ballot which accomplishes the following;

- ~~- states the original motion to affiliate as AUCE (from the 1979 Convention)~~
- ~~- states why we cannot affiliate at this time (CLC response)~~
- ~~- explains the process of the research done, and explains what options are open to AUCE.~~
- ~~- gives information about the Special Convention on Affiliation~~
- shall lay out the form of the ballot, showing the (possible) sequence of the four questions, as follows below, and

a letter shall accompany any subsequent ballot, explaining the result(s) of previous ballot(s) on Affiliation.

2. The referendum questions shall be as follows: (four separate ballots)

1. Do you want AUCE to affiliate with any labour organisation? ___
Do you want AUCE to remain independent? ___

ABSTAIN

If the answer (resulting majority) is 'to remain independent' - then there will be no further ballot. If the answer (resulting majority) is 'to affiliate' - then the next ballot shall be:

2. Do you want AUCE to affiliate with: (choose one)
CLC ___? CCU ___? ANY OTHER LABOUR ORGANISATION, e.g. SORWUC ___?

ABSTAIN

If the answer (resulting majority) is 'CCU', then there shall be no further ballot;
if the answer (resulting majority) is 'ANY OTHER', then specify;
if the answer (resulting majority) is 'CLC', then the next ballot shall be:

3. Do you want AUCE to attempt to affiliate with the CLC by:
Lobbying CLC affiliates to have the decision to exclude AUCE reversed ___,
or

Do you want AUCE to merge with a CLC union in order to affiliate with the CLC ___?

ABSTAIN

If the answer (resulting majority) is to 'lobby CLC affiliates', then there shall be no further ballot.
If the answer (resulting majority) is to 'merge with a CLC union', then the next ballot shall be:

4. Which union do you want AUCE to merge with, in order to affiliate with the CLC?

BCGEU ___ CUPE ___ OTEU ___ (choose one) *ABSTAIN*

5

Submitted to the 1980 Special Convention on Affiliation by:
THE MEMBERSHIP OF AUCE LOCAL ONE
RESOLUTION NUMBER 3.

Since it is the democratic right of every member of AUCE to have a secret ballot vote on the matter of whether or not to affiliate,

BE IT RESOLVED that

- a) a two-part, union-wide referendum be held ~~no earlier than May 15th, 1980 and no later than June 15th, 1980, to include the option of affiliation or non-affiliation,~~ and,
- b) if the result of the first question favours affiliation, the second question on the ballot will be of a preferential nature, to determine if AUCE should affiliate to SORWUC, CCU, CLC, BCGEU, CUPE or OTEU.

see Amendment

*as soon as possible
after the convention
& ballots will
end Thurs May 29/80
& be counted Friday May 30/80*

2

Submitted to the 1980 Special Convention on Affiliation by:

THE MEMBERSHIP OF AUCE LOCAL FOUR:

RESOLUTION NUMBER 4.

BE IT RESOLVED that AUCE shall work toward affiliating with the Canadian Labour Congress (CLC) intact as AUCE

*(that we
recommendations be)*

*this convention of AUCE
shall recommend to our
membership in conjunction
with the previous
recommended motion*

*that this recommendation be
forwarded to our membership
in conjunction with the
previous motion*

CARRIED

3

Submitted to the 1980 Special Convention on Affiliation by:
THE MEMBERSHIP OF AUCE LOCAL FIVE
RESOLUTION NUMBER 5.

BE IT RESOLVED that AUCE shall remain independent and intact.

OUT OF ORDER