



Journal

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Anger against AIB escalates

CUPE members are reacting angrily to the federal government's wage controls.

Locals throughout the country are organizing protest meetings and continuing to

negotiate their contracts as if the controls didn't exist.

That's because recent decisions by the government's Anti-inflation Board and the continuing rise of prices prove

that the wage controls are unfair and unworkable, said CUPE's National Executive Board.

In a statement after its meeting in Toronto last

month, the NEB re-affirmed CUPE's right to ignore the Anti-inflation Board and continue its fight against wage controls.

CUPE has launched legal action to fight the legislation. The case involves CUPE members at the University of Toronto library. (See page 8 for details.)

Speaking on behalf of the 17-member National Executive Board CUPE's President Grace Hartman said: "It's now become painfully obvious that the Anti-inflation Board makes its arbitrary decisions case by case, without any coherent strategy at all. It's as confused about the wage control legislation as workers are frustrated."

"Meanwhile, prices keep climbing dramatically," said Ms. Hartman. "In October and November alone prices rose almost two per cent. That's not fair to workers who have had their wages virtually frozen."

The Anti-inflation Board just can't keep interfering in a process as complex as collective bargaining without well developed economic standards of operations. It's asking trade unions to gamble with the interests of their members and submit themselves to the muddled actions of a confused board."

"The Anti-inflation Board is confused because the wage control legislation itself is incoherent, unfair and unworkable."

"And the Anti-inflation Board is asking the labor movement in Canada to legitimize that legislation by appearing before it," said Ms. Hartman.

Speaking to one of CUPE's 100 anti-wage control meetings in Cornwall, Ontario, Kealey Cummings, CUPE's National Secretary-Treasurer said: "The wage control legislation will effectively reduce relative income levels across the country. That means for

the next three years economically depressed areas won't get the chance to catch-up to other parts of the country as fast as they used to.

"That's just not fair to the Canadians living in economically depressed areas," said Mr. Cummings. "They're hit by the same rate of inflation as everybody else in the country. How can they be asked to accept a freezing of their economic position?"

"And what's even worse, those people will have their wages controlled while paying higher and higher prices at the check-out counters. The restraint program won't control prices," said Mr. Cummings.

At another anti-wage control meeting in Halifax, John (Lofty) MacMillan, CUPE's Director of Organization, said the control program has condemned the Atlantic region to continued economic disparity.

"Because of the percentage wage increase allowed under the restraint program, the Atlantic provinces will suffer more than the rest of the country," said Mr. MacMillan. "Wage levels in the Maritimes are already below the national average. And the wage control program will only widen the gap between Atlantic Canada and the rest of the country."

Mr. Cummings pointed out that the wage control legislation singles out public employees as victims. "Public employees are among the most hit doubly hard. First, the wage control legislation freezes the relative economic position of the area they live in. Then it freezes their income at an artificially low level compared to other employees."

"Public employees have traditionally been paid less than employees doing the same kind of work for private industry. Wage controls will increase that unfair differential instead of helping to close the gap," said Mr. Cummings.

"That's why trade unions in Canada can't afford to lie back and play dead," said Ms. Hartman after the National Executive Board's meeting. "There are still too many people in this country earning poverty-level wages. There are still too many unorganized workers. Trade unions can't sit idly by. Their responsibility is to those workers and play along with the government's illusory fight against inflation by appearing before the Anti-inflation Board. To do so would be grossly irresponsible. It would mean unions accept the wage control legislation in all its unfairness."

"If the federal government wants to believe in its fantasy world and sincerely attack inflation it should fight the real causes of inflation, not the victims," said Ms. Hartman.



Chart Cost Changes

CUPE members have a way of proving that in 1976 price controls aren't worth a cent."

It's a calendar, shown by CUPE president Grace Hartman, on which CUPE members can chart the rising price of food, gas and other essentials.

As well, the calendar provides a monthly slogan to oppose wage and price controls.

The introduction to the calendar says: "Your 1976 CUPE cost-of-living calendar. The year price controls weren't worth a cent. It's going to be remembered as a year of wage controls. And a year in which price controls were conveniently forgotten. Use this calendar to keep track of the lack of controls on prices. Keep your own monthly rip-off record of rising prices."

In introducing the calendar, CUPE national president Grace Hartman said workers understand that prices will not be controlled.

"The experience in every country where controls have been tried is that wages are held in check while prices continue to climb," said Ms. Hartman.

"Our calendar will allow workers and their families to keep track of how their living costs continue to go up from month to month."

The calendar is Pages 4 and 5 of The Journal. Additional copies available from CUPE area offices or the National Public Relations Department.

Commission to look ahead

CUPE is about to be put under the microscope.

Starting this spring, a diagnosis of the health and well-being of Canada's largest union will be undertaken by the recently-named Commission on Structure and Organization.

The five-person commission, which held its first formal meetings last month in Ottawa, will examine the union from top to bottom and then make recommendations for re-structuring the organization.

Members of the rank-and-file commission are: Les Howson, Red Deer, Alta. (Chairperson); Donald Steinkne, Saskatoon; Norm Marshall,

Sudbury; Michel Lapierre, Montreal; and Bill Petrie, Saint John, N.B.

The commission will operate under terms of reference established by CUPE's National Executive Board and ratified by the National Convention last October.

It is hoped that public hearings will start in April and continue in each region of the country throughout the spring and early summer.

The commission will accept written submissions from all locals, divisions, district councils and the national occupational councils. CUPE's national departments and employee unions will also be asked to make representations to the commission.

Local unions may submit written briefs to the commission provided these briefs are approved at a general meeting of the membership. For province-wide locals, approval of the provincial executive would be necessary.

The deadline for receiving written briefs is March 31, 1976.

March 15th has been established as the deadline for receiving notification from groups intending to appear before the commission.

The commission will consider all aspects of the union's structure and organization, including ways and means of coordinating and integrating the role of staff representa-

tives, regional staff and national staff with membership organizations. The primary objective of the study will be to achieve improved collective bargaining, one of the major goals and the highest possible degree of democratic participation within the organization.

Detailed plans of the commission's second and aims will be published shortly. However, groups may now begin developing and submitting briefs.

All correspondence should be addressed to: The Secretary, Commission on Structure and Organization, Canadian Union of Public Employees, 233 Gilmour Street, Suite 800, Ottawa.

Journal editorial page

Tell CUPE where to go, and how

It isn't very often an individual has a direct opportunity to influence the operation of an institution or organization. For instance, when was the last time somebody in authority asked for your suggestions on ways to improve the political, social and economic areas of society?

Of course every couple of years or so we can vote in municipal, provincial or federal elections for the "candidate of our choice," and as delegates to political and union conventions we can play a small part in determining policy, but beyond that we have little opportunity to really affect change.

That is why CUPE's recently-appointed Commission on Structure and Organization provides a unique chance for the membership to help make Canada's largest union work better.

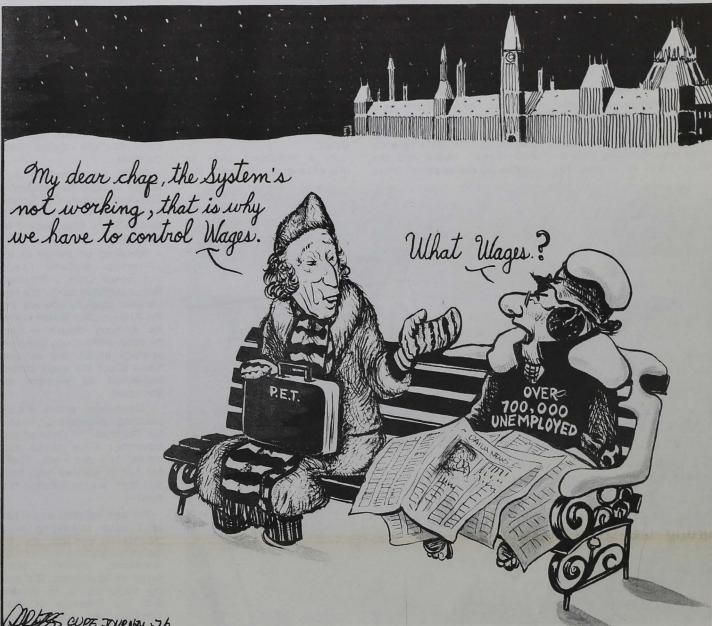
The Commission, which will conduct hearings across the country this spring, will allow CUPE locals, councils, divisions and employee groups to make their voices heard.

These groups have been invited to present their suggestions on the union's existing structure and organization with the view to assessing effectiveness and recommending improvements wherever necessary.

The Commission's main objective will be to achieve improved collective bargaining for members and to attain the highest possible degree of democratic participation by all locals of CUPE.

Because of the Commission's broad scope, it is hoped all locals will get involved and come up with those much-needed ideas to help make CUPE do a better job for its members. Opportunities like this one don't come along very often. That is why it is so important for members to act now.

The Commission's findings will play a large part in determining CUPE's future course. Let's not let CUPE embark on that course without hearing from you.



Robert CUPE JOURNAL '76

'Trudeau, don't try to control my life'

In yet another attempt to discredit organized workers, Prime Minister Trudeau has tried to lump unions together with multinational corporations. In talking about his "New Society" the PM said:

"We can't destroy big unions and we can't destroy the multinationals. Instead, the government must take a larger role in running both."

This was an attempt by the Prime Minister to imply that Unions have the same power over people and the economy as do the multinational corporations. We're supposed to believe that unions, with their limited powers and all the legal restrictions placed upon them, have the same impact on the economy as the massive multinational corporations which determine every aspect of our economic lives from the prices we pay to the products we'll crave.

The Trudeau slur against unions is actually part of the federal government's larger campaign to bring unions into compliance with the wage and price laws. They are trying to discredit union leadership so that members will swallow the

government line about needing to do without wage increases in order to check inflation.

If they can convince union members that their leaders are the same kind of power-hungry people that run multinational corporations then they believe union membership will leave their leaders out on a limb in their opposition to the Wage Measures Act.

The plan isn't working. Union members understand they didn't cause inflation and that checking their wages is only going to make them the victims, as well as the scapegoats, for the country's inflation problems.

Here are the words of Evelyn Primeau, a member of CUPE local 84, and a hospital worker in Prince Albert, Saskatchewan. She, like all other CUPE members, refuses to take the blame for inflation or to take the federal government's attempts to control wages:

"If you're talking about those terrible Big Unions, I guess you're talking about me. I'm a member of the biggest union in Canada, the Canadian Union of Public Employees. I hope Trudeau's 'New Society' isn't

out to control me.

"Inflation worries me too. For the last six years I've been a single parent, struggling to feed, clothe, and house myself and my two children.

"I've worked 16 years at Victoria Union Hospital in Prince Albert as a Central Supply Room Aide. Our last two year contract provided a 15%, 9% and a 3% cost of living increase. In dollars and cents that means we went from \$2.56 per hour to a maximum of \$3.32 per hour. After 16 years of work, that leaves me with a take home pay of \$17,00 per week. And I work hard for that money.

"In 1975 my property tax rose 15%. Power and gas rose 47%. Our telephone bills are up and so are the water bills. I guess I don't need to tell you about food prices.

"I didn't cause inflation, though Trudeau would like you to believe I'm one of the culprits. We were hoping for a good increase this year just to catch up to inflation.

"I like to take pride in my work. Though I don't deal directly with the patients, anyone who comes in for surgery can

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Our National President puts the question to the Liberal(Wage Control) Party that every CUPE member is asking.

Why Me?

I stand before you, not only as the president of an organization representing the 210,000 members of the Canadian Union of Public Employees and their families, but as one of millions of Canadians who feel they have been deceived by the Prime Minister of Canada.

An overwhelming number of working people voted for the Prime Minister during the last election because he was opposed to wage controls. As Mr. Trudeau himself said before the 1974 election: "Income controls risk hurting the small and the poor more than they do the big and the rich; and while that might be of minor concern to the more conservative governments and political parties, it is of fundamental concern to this government." And then he carried that theme, with determination and passion, throughout the campaign.

For example, he said in Timmins:

"The proposed ninety day freeze, followed by up to two years of controls, would take vast numbers of bureaucrats to administer. Even then, it wouldn't work," he said.

"You can't freeze executive salaries and dividends because there are too many loopholes to squeeze through."

Mr. Trudeau said Conservative leader Robert Stanfield had already said he would not freeze the prices of farm produce and fish. He could not freeze the prices of U.S. imports or Arab oil, and he admitted he would exempt housing prices.

"So what's he going to freeze?", Mr. Trudeau shouted, "Your wages. He's going to freeze your wages."



But now, in the fall of 1975, a scant 16 months after his re-election, the Prime Minister reverses his stand and slaps every wage earner in the country with a cold, hard freeze on his earnings.

That, in itself, is bad enough. But the real cruncher is the double-barrelled admission by the Government that 1) It will be next to impossible to control prices, because of imports, agricultural goods, fuel and cost increases in foreign operations, and 2) Wage increases were not—and are not—the cause of inflation.

As the Minister of Labour said to CUPE delegates at our Convention "I have consistently argued over the last few years, both inside and outside parliament that wage and salary gains have been the result of inflation,

not its cause."

Over the past two years, some Canadian wage earners have only barely been able to catch up with rapid increases in the cost of living. The latest statistics, in fact, show that labour's share of national income has been on the decline.

So, it came as quite a shock on Thanksgiving night when Mr. Trudeau spooned out his "bitter medicine" to the wage earners of Canada. Indeed, if you listened very closely that night, you might have detected a chorus of plaintive cries from every corner of the country, as Canadian workers asked in bewilderment and frustration: "Why me?"

That's why I asked to speak to this gathering today. To relay to you, as the

leaders of the party in power in this country, the anguished cries of the men and women who are members of my union, who again can only wonder: "What did I do?"

And it is because of those people, and their families, that I am here—not as the labour leader who imposes her values on the members of the organization. In fact, if any of you followed the debate that took place at CUPE's national convention last month, you are aware of the mandate that was handed to me as president. Those members were speaking as duly-elected delegates, representing employees from St. John's, Nfld. to Vancouver Island. They instructed me to fight against the imposition of this unfair program.

Just who are those members? They're the heart and soul of this country—and they make it work. They are, in fact, the people who elected Mr. Trudeau because he told them the Tory wage control policy would "zap workers". They put their faith in the Prime Minister because he told them the Tory freeze would hurt the average wage earner.

One of the people who makes this country work is employed in a nursing home not more than a mile away from this hotel. She earns the magnificent sum of \$2.75 an hour working as a housekeeping aide. Mr. MacDonald has told her she can raise her income to \$3.50 an hour without incurring the wrath of the Wage Control Board. Isn't that just fine? She now has the opportunity to earn about \$7,000 a year. The Economic Council of Canada's statistics tell us that

(Continued on page six)



YOUR 1976 CUPE COST-OF-LIVING CALENDAR.

THE YEAR THAT PRICE CONTROLS WEREN'T WORTH A CENT.

It's going to be remembered as a year of wage controls. And a year in which price controls were conveniently forgotten.

Use this calendar to keep track of

the lack of controls on prices. In the space provided, enter monthly the amount you pay for: 1.) your weekly food bill, 2.) a gallon of gas, and 3.) other essentials. (See key below.)

KEEP YOUR OWN MONTHLY RIP-OFF RECORD OF RISING PRICES.

Key:



1. weekly food bill.



2. gallon of gas.



3. other essentials.

January

S	M	T	W	T	F	S
-	-	-	1	2	3	-
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

The freeze sets in.



February

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	-	-	-	-	-	-

Trudeau
is nobody's Valentine.



MARCH

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
21	22	23	24	25	26	27
28	29	30	31	-	-	-

Don't expect a thaw.



April

May

June



S	M	T	W	T	F	S
-	-	-	1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	-

Income tax?
Many happy returns.



S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	-	-	-	-

Things warm up.
Salaries stay frozen.



S	M	T	W	T	F	S
-	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	-	-	-

Wage controls bite
worse than bugs.



Everything's growing
but salaries.



Harvest-time.
For everyone
but wage-earners.



A new school year.
In last year's clothes.



OCTOBER

S	M	T	W	T	F	S
-	-	-	-	1	2	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	-	-	-	-	-	-

One year
of wage controls.
Happy Anniversary.



November

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	-	-	-	-

Fuel costs up?
Grill your M.P.



December

S	M	T	W	T	F	S
-	1	2	3	4	5	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	-

The season of giving.
We've been taken
all year.

"...no matter how the program is presented to the public, and no matter how much the government maintains it will watch business as closely as it will watch labour, the fact is that it is wages which Ottawa seeks primarily to control."

the poverty line in Canada is now \$7,600. And that's the person you want to freeze.

In our opposition to the wage control program, I don't want to leave the impression that we are not concerned about inflation. On the contrary, that low-paid woman who works in that nursing home has been harder hit by inflation than middle- and upper-income earners. She spends a much larger portion of her income on food and housing—those items which have been rising faster than all other components of a family budget.

Now you tell her to tighten her belt. You tell her to get on the front lines. And when, in disbelief, she turns to me and asks: "Why me?" what am I supposed to tell her?

After all, inflation wasn't her fault. She didn't cause the skyrocketing interest rates; she didn't initiate oil price gouging; she didn't push up shelter costs and she didn't cause the failure of the Brazilian coffee crop.

And I can't make her feel any better now by saying that the inequities she has been forced to live with over the years will be preserved.

I can only tell her that I will do everything in my power to see that this inequitable program is done away with.

And, like it or not, the term "inequitable" is the only true commentary I can make about this ill-conceived plan. Just how inequitable is it? As an example, I'd like to point to the recent advice columns to executives on how to beat the controls. These articles in financial newspapers show executives and professionals methods by which they can beat controls, such as: deferred profit-sharing plans, restructuring the

business hierarchy so as to produce job titles at higher salary rates, re-writing job descriptions and manipulating promotions to a higher level.

These games, however, can only be played by executives. Wage earners, whose incomes will be strictly controlled by their employers and the wage control tribunal, cannot participate.

And what about prices? The Wage Control Board's 200 employees—40 of whom are public relations officials—are supposed to monitor every price increase in the nation.

The government is, in effect, attempting to fight the battle against inflation with a task force of 200 foot soldiers. My prediction is that this force won't be able to monitor the price changes of one corporation, let alone the 1,500 companies whose price changes are supposed to be controlled.

Because, no matter how the program is presented to the public, and no matter with what vigour the government maintains it will watch business as closely as it will watch labour, the fact is that it is wages which Ottawa seeks primarily to control.

The simple fact is that wages are more controllable than prices. Contract negotiations are highly visible. And you can bet that every employer in the country will be all too happy to act as Mr. Trudeau's watchdog.

And what about the corporations that we've been told will be controlled as fiercely as wage earners? What will happen to their "take home pay"? Well, one corporation—the gigantic Bell Canada—gleefully admitted the other day that it would probably save about \$53 million in its 1976 labour costs as a result of the wage

control program. But will this huge saving be passed back to the people of Canada? Not on your life. The corporation proudly predicts its profits for 1976 will increase by \$22 million as a result of reduced labour costs. And we know it's not the woman who works in the nursing home who owns shares in Bell Canada.

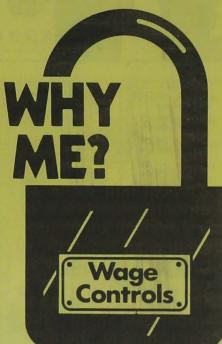
The nursing home worker is also asking: "Why now?" Hasn't she been told time and again over the past few months that inflation has been licked? Hasn't she, in fact, seen a levelling off of wage gains and price increases? Isn't inflation running at a lower rate now than it was during the 1974 election campaign? Isn't it a fact that even profits have started to slide downwards after the orgy of profit-taking in 1973 and 1974? And didn't the Prime Minister himself say as recently as September 26th, sixteen days before his Thanksgiving pronouncement, that he was against controls? So who can blame her when she reiterates: "Why me?" and "Why now?"

I'm sure that Mr. MacDonald, who is to speak to you following my address, will make you all feel a lot better about wage controls. But unless he stands here and says straight out that he made a mistake and it is time to admit it by withdrawing the program, he won't make me, or the nursing home worker, or the overwhelming majority of the 210,000 members of CUPE and their families, feel any better about wage controls.

And so I challenge you here today—as the rank and file members of the Liberal party, as the people who helped elect the government—to tell Mr. Trudeau to live up to his election promise

that he can make the economy work without imposing controls. I would go as far as to say you have an obligation to the Canadian electorate to make sure that the 1974 campaign pledge is lived up to. Because the wage control program will make workers all across this nation suffer. And why should millions of wage-earning Canadians be sacrificed in the name of inflation?

Big business certainly won't be sacrificed. Indeed, yesterday I read that a Loblaw's store changed it's name to Ziggy's, and then upped its prices by 20% or more. For example, a can of salmon that was selling in Loblaw's for 89 cents was increased to \$1.69 at Ziggy's. In light of this situation, I have a question for Mr. MacDonald: If my members all change their names to "Ziggy" would they, too, be exempt from the legislation?



The preceding was the full text of a speech given to the Federal Liberal Party Convention at The Chateau Laurier Hotel, Ottawa on November 8, 1975, by Grace Hartman, National President, Canadian Union of Public Employees.

Alliance of teaching and non-teaching staff proposed

CUPE has called for formal alliances between school board teaching and non-teaching employees. Over 25,000 school board clerical and blue collar workers are members of CUPE.

At a recent meeting CUPE's National Executive Board instructed the national office to seek "formal and meaningful alliances with associations and other organizations representing teaching employees."

"We recognize and respect the concern teachers' organ-

izations have for maintaining professionalism, yet we believe many of those organizations now understand that they face the same problems in dealing with their employer as do non-teaching personnel," said the resolution adopted by the National Executive Board.

"Therefore we instruct our national officers to make contact with teachers' groups in order to establish formal and meaningful alliances so that we can co-ordinate our collective bargaining activities."

CUPE represents school board clerical, technical, maintenance and tradesmen employees in all 10 provinces.

The CUPE resolution noted that ties between CUPE and teachers' groups have strengthened during the last few years.

"Provincial governments and school board trustees have attempted to make up for their fiscal mismanagement of the past by trying to deny all school board employees the conditions of work and salaries they deserve," charged the CUPE resolution.

"It is important therefore that all school workers present a united front and that the public be made to understand that mistreatment of school employees will ultimately lead to inferior education services."

The resolution noted that the recent "Henderson Report" in Ontario which recommends cost-saving measures does nothing to take into account the needs of public employees.

"It is popular these days for governments to talk about

massive spending cuts and cutbacks of services," said the National Executive Board.

"We are not opposed to economy in government, but that economy can't be allowed to come at the expense of vital services, such as the education of our children, or at the expense of public employees."

"Even closer ties between CUPE members and teachers will be an important first step toward protecting the interests of these workers and the public," said the resolution.

names in the news



**Ray
Hill**

The new education representative servicing Nova Scotia, Newfoundland and part of New Brunswick is former CUPE national rep, Ray Hill. Mr. Hill has been on CUPE staff since 1968 and has been working with locals in the Halifax area.



**Robert
Crockett**

Locals in Prince Edward Island now have their own national representative servicing them. He's Robert Crockett and he'll be working out of the new Charlottetown office. Before joining CUPE, Mr. Crockett was a Charlottetown policeman and President of Local 90. He's been vice-president of the PEI Federation of Labour, a member of the province's Labour Relations Board and a Governor of Holland College.



**Elie
Ouellette**

CUPE has opened a new regional office in North Bay, Ontario, and the representative assigned to it is Elie Ouellette. Mr. Ouellette became a CUPE representative in October 1974 and has been working in Sudbury. Before joining CUPE, he had been a regional representative for the Public Service Alliance of Canada.



**Wald
Ahsmann**

CUPE locals in the Saskatoon area have a new representative working with them. He's Wald Ahsmann a former job evaluation representative for CUPE's Broadcast Division. Mr. Ahsmann joined CUPE in 1972.



**Robert
Gower**

The new representative helping locals in Northern Ontario establish educational programmes is Robert Gower. Before joining CUPE Mr. Gower worked as an education representative for the Canadian Labour Congress.



**Tom
Osborn**

The national representative working out of CUPE's new office in Brandon, Manitoba is Tom Osborn. Mr. Osborn was a foreman in the hydro department of the City of Winnipeg and an executive member of the Manitoba Federation of Labour.



**Faye
Fitzgerald**

Faye Fitzgerald is a new national representative working out of CUPE's new office. She had been a social worker for Toronto's Big Brothers Association and President of Local 1717.



**Tom
Mayo**

Newfoundland national rep, Tom Mayo, has been an independent of the provincial federation of labour. Mr. Mayo has been on CUPE staff since 1971 and works out of St. John's.



**Normand
Fraser**

The Quebec region's new Assistant Director is Normand Fraser. Mr. Fraser has been a CUPE national representative working out of Montreal since 1967. Before joining CUPE he worked for Hydro Quebec.



**Gilles
Charland**

Gilles Charland who was a representative for CUPE's Broadcast Division is now a national representative servicing locals in the Montreal area. Mr. Charland joined CUPE in 1974 after working for the University of Quebec.



A striking contribution

It's nice to know you've got friends in the union movement — especially after you've been on strike for five months. The 1,500 employees of the paper mill in Kapuskasing, Ontario found out the civic employees in the town (CUPE local 392) could be very friendly. Each of the 63 members of the CUPE local donated a day's pay to the paperworkers' strike fund — a total of \$2,622. CUPE's National office gave the Canadian Paperworker's Union another \$20,000 and have appealed to all locals to contribute to

the CPU strike fund. Above, Local 392 treasurer Gilberte Gauthier presents the cheque. Left to right are: Sister Gauthier; Jack Loan (President of Local 89 of the Canadian Paperworkers Union); Fern Lapierre (President of CPU Local 256); Ray Dallaire (President of CUPE Local 392), and Bob Blanchard (President of Local 1149 of the International Brotherhood of Electrical Workers).

U. of T. employees trying to teach AIB a lesson

TORONTO — With the aim of proving the federal Anti-Inflation Board has no power over workers covered by provincial labour acts unless the province passes special laws a CUPE local is using its arbitration process to fight the AIB.

CUPE local 1230, representing 400 library employees at the University of Toronto, has asked an arbitration board to rule that since it had signed a collective agreement the AIB had no power to order a roll back of the settlement.

The local union and CUPE believe since the Ontario government only signed an agreement with the federal government instead of passing special laws the AIB has no power over workers covered by provincial labour laws.

(At the time The Journal is published no other provinces have passed laws giving the AIB jurisdiction. Several have signed private deals similar to Ontario's.)

CUPE secretary-treasurer Kealey Cummings outlined the CUPE case at a press conference:

"In its January 14 ruling, the AIB said the freely negotiated agreement of 18.5 per cent over one year must be rolled back to 12.2 per cent. We consider this intervention to be cruel and unjust for the following reasons:

"The previous contract between the University and CUPE Local 1230 was signed December 5, 1973, well within the time limit for exemptions set out by the federal government.

"Negotiations between the parties commenced in

July, 1975 — four months prior to the announcement of the wage control program.

"Following a 20 day strike, a negotiated settlement was reached last December that still put the employees up to 35 per cent behind their counterparts in Metro libraries.

"The base wage rate for U. of T. library employees under the previous contract was \$5,771. The Minister of Finance has said the guidelines were not to apply to persons earning less than \$7,000, and yet the AIB has ruled that all members of Local 1230 must have their wage increases rolled back.

"In making its ruling, it is evident that AIB has chosen to ignore all of this evidence. But what is even more shocking is that the board also ruled on wage increases allowed these employees over the next two years. In its decision, the board said the employees could receive a maximum of 12 per cent in the second year and 8.8 per cent in the third year even though the original contract was signed for only one year.

"For these demonstrable reasons we have, therefore, chosen the U. of T. case as one of the prime battlegrounds in our campaign against the wage control program.

"As a first step, we have filed a policy grievance under our collective agreement and the Ontario Labor Relations Act stating the employer has failed to carry out the terms of a memorandum of settlement by refusing to pay the employees the negotiated wage rates."

I didn't cause inflation. Why should I have to pay for it? Why me?

It's obvious who's going to get squeezed by the government's wage and price controls.

Wages will be kept down and price controls will be virtually unworkable.

Ordinary working Canadians are going to be asking some questions: "Did I cause inflation? Was I responsible for the fuel shortage? Do I share in any of the huge profit increases the corporations are enjoying? Why should my family and I pay the price for all this?"

Why me?

The Canadian Labour Congress is launching a campaign with "Why me?" as its theme. It's vital that everyone get involved. Use the available material as much as you possibly can.

Help fight wage controls. The campaign starts as soon as you make it start.

Sign this coupon and send it to the Prime Minister. No stamp is necessary.

To: The Right Honourable Pierre Elliott Trudeau,
Room 620, S. Center Block,
The Parliament Buildings,
Ottawa, Ontario

I protest the government's wage and price controls as discriminatory and unworkable.

Name _____

Address _____

Union & local _____

