

## Becoming a Composite Local

The Communication, Energy and Paperworkers Union (CEP) is made up of thousands of different locals. Our local is Local 52-A representing the Support Staff of Edmonton Catholic Schools. We have a single employer with one Collective Agreement that governs the conditions of that employment. We are a fairly large local with close to one thousand members. With our size and through many years of guidance by your Board of Directors we have grown and evolved to where we can provide many different services to you, our members.

Other Locals are smaller. Some have less than one hundred members. No matter their dedication, they are not able to provide the same services as the larger locals. For this reason, CEP and other national unions form composite locals. These locals represent many sub-locals that work for different employers and have different collective agreements. These groups decide what services will be provided by the composite local and which will remain the responsibility of the smaller groups. The collection and spending of the dues is also a matter for agreement.

Some composite locals are made up of several small groups. Some have one large group with smaller groups under their umbrella.

CEP has a group of members that work for the Francophone School Board. They have members in Edmonton, Fort McMurray, Red Deer and Jasper. This group is currently part of a large composite local number 777. Local 777 has 21 groups under its umbrella and is being reorganized to better serve all of its many groups. As most of these groups represent workers in the oil and natural gas fields, CEP and the Francophone group have asked us, Local 52-A, if we would be willing to become a composite local and have the Francophone group join us.

This is a choice that we will all have our say and vote on. Here is some information to consider as you begin to make your decision.

We would still have our own collective agreement. Becoming a composite would in no way affect the securities and rights of our current or future collective agreements. The Francophone group would have their own collective agreement now and in the future. CEP would continue to provide expertise and guidance during each group's separate negotiation process. Changes to our collective agreement would not affect theirs and vice versa.

If this change to become a composite local were to take place there would need to be changes to our current bylaws. We as a group would have to vote many different issues i.e. the collection of dues, representation at National Conventions, representation on the Board of Directors, what services ECSSA would provide to the smaller group or groups and what fees or portion of the dues would be required for those services.

This is a complex issue. Your Board of Directors realize and appreciate that you need and deserve time to have the issues explained to you, have time to ask questions and have time to consider these changes. Our proposed time line is to have a motion of becoming a composite moved and seconded at

the November 30 General Meeting. We will not vote on this motion at that time. Then is the New Year, at information meeting or meetings, we will present to you the choices on the above issues and allow time for accurate discussion and dialogue. Then we will present and vote on the necessary changes to the bylaws at the Spring General Meeting. As always the decision of the majority of the members will decide.

Becoming a composite local is an idea that has been considered for some time. We are a large local surrounded by smaller locals in the same field of employment. This is much like Local 1990 which represents the Support Staff of the Calgary Catholic School Board. Local 1990 has been composite local for the past 4 years. The reason that we need to address this issue now is that with the reorganization of Local 777, the Francophone board needs a new home. If they can secure a commitment of a joining a composite local they will be allowed to have their funds currently held within Local 777 held in trust until the composite details are final.

This is not the sole reason we should become a composite local. As stated before this is a complex issue, we need your views and opinions. You need time and more information. Your Board of Directors looks forward to the discussions and challenges ahead.