

CANADIAN UNION OF PUBLIC EMPLOYEES/SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE

MEMORANDUM

TO : RUTH BECK

> c/o Nelson Health Unit 2nd Floor – 333 Victoria Street

Nelson, BC V1L 4K3

FROM : Keith Reynolds, T/Research Representative

August 8, 2000 DATE

 \mathbf{CC} Nancy Rosenberg

CUPE Ottawa

SUBJECT: Equity and Discrimination in Contracts

I have gone through some of our municipal contracts and come up with the attached package. I hope it is what you are looking for. I did not specifically address such issues as sexual harassment and pay equity, however, if you are looking for these issues I can get you further information. This package deals with the issue at a more general level.

In the following I will briefly go over the contents of some of this package.

The first excerpt is from CUPE's Standard Agreement. This contains clauses that should be in contracts in ideal circumstances. The Standard Agreement limits the ability of the employer to discriminate under both the management rights clause and under a second dealing with human rights/no discrimination. This model is followed by a number of the agreements excerpted in the package.

Locals 118, (Port Alberni) and 118 (Alberni Clayoquot) and Local 15, for example, contain both clauses limiting the right to discriminate under management rights clauses and a separate clause prohibiting discrimination.

More commonly found is a single clause prohibiting discrimination outside of the management rights clause. This is found in examples such as Local 900 (Kamloops), Local 338 (Kelowna), Local 339 (Nelson), and Locals 399 and 1048 (Prince George).

The Village of Ucluelet Agreement contains two clauses, one dealing with nondiscrimination and another addressing human rights.

JUDY DARCY

BC1

GERALDINE McGUIRE

National President/Présidente nationale National Secretary-Treasurer/Secrétaire-trésorière nationale

BRITISH COLUMBIA REGIONAL OFFICE

500-4940 Canada Way, Burnaby, B.C. V5G 4T3 Phone: (604) 291-1940 Fax: (604) 291-1194