



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

## MEMORANDUM

**TO :** **RUTH BECK**  
c/o Nelson Health Unit  
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**FROM :** **Keith Reynolds**, T/Research Representative

**DATE :** August 8, 2000

**CC :** Nancy Rosenberg  
CUPE Ottawa

**SUBJECT :** **Equity and Discrimination in Contracts**

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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 non-discrimination and another addressing human rights.

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JUDY DARCY  
National President/Présidente nationale

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National Secretary-Treasurer/Secrétaire-trésorière nationale

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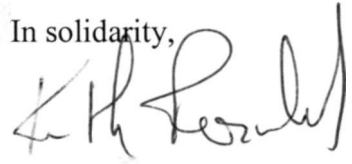


Local 454 (Delta) deals with the issue only under the management rights clause which allows management to manage the work force only in compliance with the Human Rights Act.

Locals 2262 (Castlegar) and 2588 (Cranbrook) address the issue under the union recognition and security clause. Both Locals prohibit discrimination under this clause.

Once more, I hope you find this useful. Please let me know if I can be of further assistance.

In solidarity,



Keith Reynolds