



Affiliation Investigation Final Report September 19th, 2005

Committee Members:

Delia Hutchinson
Matt Root
Kim Sardella
Karen Sutton
Janet Walsh
Kerry Jay (October 2003 – August 2005)
Sharon Stray (October 2003 – May 2004)
Carmela Civitareale (October 2003 December 2003)

The Affiliation Investigation Committee unanimously recommends to the Executive Committee and Representative Council of MUSA that a recommendation be made to all MUSA members:

that it has been determined that Canadian Auto Workers (CAW) has been identified as the best union to represent MUSA Members.

They are a Canadian union that is:

- intensely democratic
- open in its fairness to members by way of their Public Review Board
- highly responsive to their members' needs
- socially conscious and aware
- proactive
- willing to work with employers to save jobs and committed to advancing the rights of workers
- experienced in dealing with large corporate employers
- established and leaders in providing education to their rank and file members
- willing and able to give their locals autonomy (they have never invoked a trusteeship on a local)
- diverse enough to allow MUSA to be supported fully in all areas
- cohesive in their philosophy by way of policy statements on many issues pertinent to all members, their families and their communities
- financially secure and stable
- the best fit for MUSA in terms of principals and vision

It must be made clear to all MUSA Members that this is a recommendation based on the research of this committee and that each MUSA Member will always retain their democratic right to vote for the union of their choice.

As members of this committee we have immersed ourselves in these unions – attending conventions, conferences, educationals and meetings. We have gathered information through their websites, by talking to their rank and file members as well as their leadership, and charting each union based on the needs of MUSA members on campus, in Hamilton and throughout Ontario.

The Affiliation Investigation Committee (AIC) starting meeting in October 2003.



As volunteers to this committee, we worked during our lunches, after work and on weekends. Our meetings alone accounted for over 600 hours. Added to this is the time spent by each of us at larger union events that ran from one day to one week.

We entered into this task fully committed to researching each union, compiling this information and presenting it to the Members of MUSA. We are also Members of MUSA and realized from the beginning how important the final decision would be.

Background and Supporting documents:

Unions investigated (listed alphabetically):

CAW (National Automobile, Aerospace, Transportation and General Workers Union of Canada)
CUPE (Canadian Union of Public Employees)
OPSEU (Ontario Public Service Employees Union)
OSSTF (Ontario Secondary School Teachers' Federation)
PSAC (Public Service Alliance of Canada)
USW (United Steelworkers)

As a committee we:

- reviewed Pros and Cons Committee information
- created condensed version of Pros and Cons Committee Questionnaire
- created a Terms of Reference/Mission Statement using four points: fact gathering, educating members, allow informed decisions, outlet for union presentations to Membership
- agreed as a committee that we should be accountable for making a recommendation from our findings
- discussed transparency of process
- created a web page
- hosted an AIC email (aic@musa.ca)
- created a checklist for reporting on attendance of large union events
- attended large union events
- sent calls to Members to attend large union events
- collected reports on large union events attended by committee members and rank and file members
- created Newsletter and distributed to MUSA Members in February 2004
- facilitated in house educational sessions by CAW and USW for our Representative Council (CUPE was invited but responded too late)
- surveyed Representative Council on the educational sessions presented by CAW and USW
- conducted 17 Membership information meetings from March 2004 through May 2004
- compiled Member comments and questions from these meetings
- created an FAQ from the information meetings as well as emails sent to our committee
- sent a survey to Members and received 249 responses
- sent a Bulletin to Members in February 2005
- presented findings to Executive Committee and Representative Council and received endorsement from both bodies in May 2005



- presented findings to Membership at 16 meetings through July and August 2005

The Recommendations:

The first recommendation that the Affiliation Investigation Committee made was by way of a Powerpoint Presentation to the Executive Committee and Representative Council in May 2005. This recommendation was that the list of six unions be short-listed to two unions: CAW and USW. This recommendation was made to focus our attention and work on the two strongest unions. The Representative Council unanimously endorsed our presentation and we continued our work with a much more directed focus.

Over the months of July and August, our research on all six unions was presented to the Membership in general information meetings. The CLC was in agreement with this presentation.

The second and final recommendation is that the AIC unanimously puts forward the findings that the CAW has been identified as the best union to represent MUSA. The Committee is also recommending that the leadership (both the Executive Committee and Representative Council) ensure that it be made clear to all Members that they will retain their democratic right to vote for the union they feel would best represent them.

To ensure that Members have the ability to participate in their own information gathering, the Committee supported that a package of information from interested unions be prepared and sent to all Members. The Committee further supports that the Union Information Night on October 17, 2005 be fully advertised and MUSA Members encouraged to attend. This will enable all MUSA Members to be given direct access to the other interested unions so that they may also gather further information to aid in their final decision.

This once again is a recommendation based not only on the years of research we have conducted but on the direction we were asked to provide by the many Members we, as a committee, have had contact with over the last two years.

We, the members of the AIC, feel honoured to have participated in this exercise and to have been given the chance to serve the Members of MUSA. This process consisted of many hours of work and extreme debates at times, but all of us feel proud of our work, our Members and our union.

In Solidarity,

Janet Walsh (Chair)
Karen Sutton
Matt Root
Kim Sardella
Delia Hutchinson