

## Appendix 2-A



**STATEMENT OF PRINCIPLES  
BETWEEN  
THE CANADIAN LABOUR CONGRESS  
AND  
UNITED WAY OF CANADA – CENTRAIDE CANADA  
1988**

Both the Canadian Labour Congress (CLC) and United Way of Canada - Centraide Canada (UWC-CC) are membership organizations existing to serve and represent their members. The CLC is dedicated to the proposition that Canadian workers are entitled to secure and protect their mutual welfare and that of their families by all legitimate means. The mandate of UWC-CC is to assist its locally autonomous members and the United Way – Centraide movement as a whole to promote the organized capacity of people to care for one another.

The CLC and UWC-CC share a common vision of building a society which provides a wide range of social and public services which are accessible, universal and of the highest quality.

In order to achieve these mutually held objectives, UWC-CC and the CLC agree to the following principles and endorse the following practices:

1. The development of social and public services fully staffed by properly trained and qualified government employees, supported by appropriate complementary services and programs offered and run by the voluntary sector on a non-profit basis, has resulted in a system which has generally served Canadians well. We are opposed to any unilateral attempts to dismantle this system.

2. UWC-CC, as an important constituent of the voluntary sector, shares with organized labour the desire to attain the highest quality and effective delivery of public social services possible. It does not believe that these services should be put in jeopardy by either the displacement of paid employees by volunteers or the “contracting out” of work previously provided by government, public agencies, and public employees.

In showing its support for this principle, UWC-CC will take appropriate action that in United Way - Centraide funded agencies:

- paid employees not be displaced or replaced by volunteers, including during strikes and lock-outs
  - volunteers not work in positions which provide an ongoing service for which funding could and should be made available.
3. UWC-CC will provide national leadership to its member United Way - Centraide by developing processes and mechanisms to prevent and resolve conflicts between organized labour and United Way - Centraide member agencies arising from the specific issues referred to in Section 2, and from any other area of conflict as appropriate.

UWC-CC will assist UWC-CC members to develop clear policies on “contracting out”, the role of volunteers, respecting picket lines, and privatization, in consultation with organized labour.

4. The CLC affirms the importance of the services provided by the voluntary sector. It will provide leadership and encourage members of organized labour to support the voluntary sector through personal participation and through financial contributions to the annual United Way - Centraide campaigns.

The CLC will provide leadership so that disputes between organized labour and voluntary organizations which are not members of a United Way-Centraide will not diminish the continued support and involvement of organized labour in the United Way-Centraide and with its member agencies.

5. UWC-CC recognizes the contributions made by members or organized labour to the voluntary sector. It further affirms the importance of full and active participation by members of organized labour in the UWC-CC movement and endorses:

- labour participation in decision-making, and representation on boards and committees
- labour staff position(s) supported by all United Ways - Centraides raising over \$1,000,000 per annum
- a strong ongoing relationship between UWC-CC and the CLC.

The CLC and UWC-CC will promote these principles themselves and with their members. Both are committed to continuing their cooperative relationship as long as the principles are honoured.

Signed on this 6<sup>th</sup> day of March, 1988.

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