

headquarters exercise considerable authority over personnel policy, and several cases are on record where international headquarters have intervened directly to make sweeping changes in the senior staff of Canadian districts.

It is also significant that the elected vice-presidents (who are the senior Canadian officers of International Unions) and the district officers are paid out of Canadian bank accounts controlled by United States headquarters of the international unions.

Central to the whole question of Canadian autonomy and the transmission of influence from the United States are practices in such vital areas as collective bargaining and the use of the strike weapon. A study of union constitutions with identifiable clauses on the collective bargaining process, reveals that the formal authority of international headquarters is usually confined to approval of collective agreements entered into at the local level, and that it is the Canadian local, not international headquarters, which determines the scope and content of union requests.

With regard to strikes, the right of final approval rests with international union headquarters which normally acts on the advance of the Canadian officers. It seems logical to conclude that the overriding principle behind the formal position regarding strike action is that since the international union's strike funds, or other forms of assistance, are available to any local on strike, the international headquarters would desire to retain control over the decision to strike.

The international union's strike fund is established from the per capita fees paid by the locals to the international headquarters and is maintained under complete control of the international union. Generally the same is true of pension and welfare benefit plans which generally speaking are not portable.

The Canadian labour movement is badly fragmented. Within the Canadian Labour Congress are a total of 112 unions, made up of 89 international unions and 23 national unions. These international unions range from the 8 member Cigar Makers International Union to the 150,000 member United Steel Workers of America. Forty international unions have less than 5,000 Canadian members. The small, weak unions cannot service their membership adequately, but the Canadian locals of the international unions do not have the right to merge without the prior approval of the United States headquarters. No merger of the international unions has ever taken place in Canada without the prior merger of the internationals in the United States. For example, the Steelworkers Union and the Mine-Mill Union were only able to merge in Canada after their parent bodies had first merged in the United States. Likewise, the Central Railway Unions which recently merged in Canada to form the United Transportation Union, could only do so after the United States parent unions had already merged. It is generally recognized that the organizational structure of the Canadian labour movement needs rationalizing.

*4.05 Central Labour Organizations—The Canadian Labour Congress* The Canadian Labour Congress is composed of affiliated national and international unions and their local union branches. It also has the power itself to charter local unions and has done so in a limited number of cases.

The Congress is the Canadian counterpart of the A.F.L.-C.I.O. in the United States. However, although comprised preponderantly of the same international affiliates, these organizations are by no means identical. The C.L.C. is an autonomous organization with its own constitutional provisions for the admis-