

WHY YOU SHOULD SUPPORT AUCE

Negotiations between AUCE Local 2 and S.F.U. are at a standstill. The union has tried everything - face to face talks, mediation - but even with the latter the University refuses to budge on its position of offering: NOTHING.

WHAT DOES AUCE WANT?

Our main demands are concerned with job security. We're asking:

- for advance notice of cutting jobs, to be sure the jobs must be cut and to ensure other union members will not be saddled with double workloads.
- for an effective contracting out clause
- for temporary workers' benefits: a change in the contract so both temporary and part-time workers in jobs lasting more than 4 months become continuing employees with full benefits.

As for money, we're asking for 9.5% and a cost of living clause that will give wage increases throughout the year equal to the rise in inflation.

In the face of the University Review Committee report that calls for reduction of secretarial and clerical staff, these demands for job security in particular are very important.

WHAT HAS THE UNIVERSITY OFFERED?

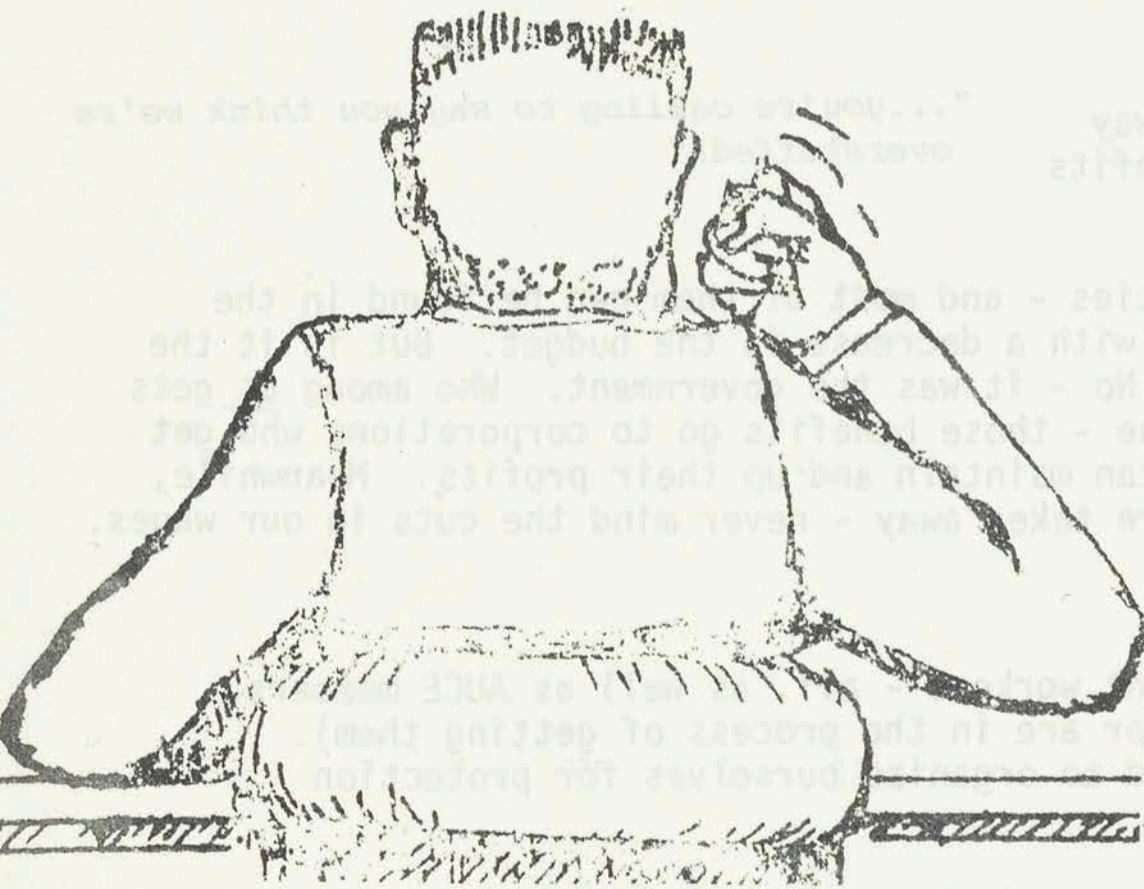
The university's response to our non-monetary proposals has been a flat NO. To give a couple of examples:

To our no contracting out clause, they said it would prevent them from contracting-out during strikes, an action they freely admitted to!

To our demands for benefits and seniority for temporary staff, they said this was unthinkable. To them temporary workers are students first, staff second!

The university initially offered us what they considered "favors". Like extending the probationary period and changing our modified work week clause to put it under constant scrutiny and make it harder to keep.

When the union indicated dissatisfaction with some of these proposals the university whisked them all off the table and refused to discuss our proposals further.



"We won't move one inch, not one inch."

As for money: According to the university we should get 0% until November 22, 1978, when we are no longer under AIB regulations. (Anything more than the 4% we received last November is inflationary, they say. But they don't mention the fact that inflation is hitting around 10%, or that the last 4% put a number of Clerk 2's into a higher income tax bracket and reduced their take-home pay!)

Only if we agree to drop all of our non-monetary proposals will the university agree to maybe offer something for after November 22, 1978. The university considers our COLA clause outrageous, offers no increase in medical, dental or vacation benefits. And they want a two year contract.

THE UNIVERSITY SOWS DIVISION

S.F.U. management would like us all to think AUCE causes all the trouble around here. 'When the union takes strike or job action, it makes the students, faculty etc. suffer'. Is this really true?

- : Is it the union that cuts back secretarial and technical staff so services can't be maintained?
- : Is it the union that hikes student fees while decreasing services?
- : Is it the union that shifts Departmental Assistants around at the whim of chairpersons' likes and dislikes?
- : Is it the union that takes away the faculty's right to decide their own stands by insisting profs hold all classes on campus or expect to get their walking papers? (Thus forcing profs to cross any picket line regardless of where their sympathies lie)
- : Is it the union that's cutting back childcare and course offerings?
- : Is it the union that tried to take away the PolyParty union's sick leave benefits in their last negotiations?



"...you're calling to say you think we're overstaffed?"

No. All the above are university policies - and most of them can be found in the recent URC report, as a way of dealing with a decrease in the budget. But is it the union that cut the university budget? No - it was the government. Who among us gets the benefits of those budget cuts? None - those benefits go to corporations who get subsidies from the government so they can maintain and up their profits. Meanwhile, our services, staff and basic rights are taken away - never mind the cuts in our wages.

AUCE's ANSWER: UNITE!

Students, profs, DAs, TAs, physical plant workers - all, as well as AUCE members, have their own unions or associations (or are in the process of getting them). There's a good reason for this - we need to organize ourselves for protection against the university and government.

If we are at each others' throats, all we do is keep the university laughing.

We need to unite and support each other if we expect to protect the rights we've won up to now and make further legitimate gains. It was with AUCE's support in their last strike that the PolyParty managed to prevent the university from cutting back hard won benefits.

The point is not whether AUCE is the "threat" around here. The "threat" comes from the university and government: the rest of us have to unite to protect ourselves.

- AUCE Local 2
Job Action and Contract
Committees
Phone Local 4433