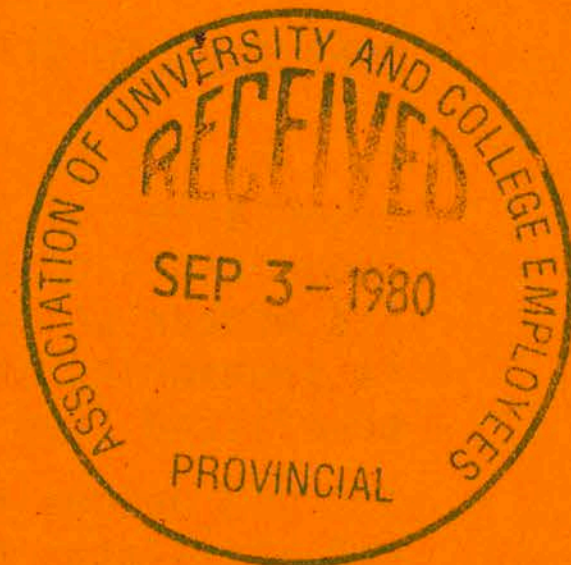


TSSU & CCU ?

CHOOSE A STRONG INDEPENDENT FUTURE

VOTE CCU IN THE
2ND AUCE AFFILIATION BALLOT



WHAT DOES TSSU NEED?

* The greatest strength of any union lies in its own membership. Good contract and working conditions come from a well informed and active membership. So when you make the decision on voting in the AUCE Provincial referendum this month, think about the options : which one really gives the opportunity to build a strong membership?

* The Confederation of Canadian Unions (CCU) spends a large proportion of its money on membership needs, and not on executives paid over \$40 000 a year, unlike the Canadian Labour Congress (CLC). It supports education at the local level, runs shop steward schools periodically and when needed. It is prepared to meet the needs of locals which, like us, need frequent training because of high steward (and member) turnover rates. Membership participation is encouraged - the CCU labour school helps members to prepare to represent themselves in negotiations, rather than relying on business agents. CCU training is appropriate to small independent unions like us.

* The CLC, on the other hand, consists of unions like CUPE which don't seem to provide much direct assistance to their members. Thus, the UBC CUPE local of teaching support staff have had to call the AUCE Provincial office to get basic information and help with negotiations. The CUPE bureaucratic maze made it difficult to get a few dollars for helpful books, such as Contract Clauses by Jeffrey Sack. In AUCE, as in the CCU, direct services are readily available, without a bureaucratic run around.

AFFILIATING WITH THE CCU OFFERS US A GUARANTEE OF AUTONOMY AND DEMOCRACY

* If AUCE decides to affiliate with the CCU rather than the CLC, it will be able to keep its constitution and its structure intact. This means that we, the members, will keep control over our constitution; we will be the only ones to decide how to run our own local, and according to which rules.

* If AUCE decides to affiliate with the CLC, on the other hand, we have no such guarantee. It is most likely that the CLC bureaucracy will continue to try to force AUCE to merge with one of its affiliates (CUPE, BCGEU, OTEU). AUCE members who want to keep our union intact will have a hard battle outside or within the CLC to do so. It is not an impossible struggle, but we have no idea how long it would take to win - and it would be a drain on energy and resources within our union.

*If we end up merging with an existing CLC affiliate, we will lose our autonomy of decision-making; (All three unions considered have stiff constitutional clauses to control locals not subservient to Executive Policy); And our constitution will be substantially modified (e.g. we will lose provisions for recall of officers; for membership as the final decision-making body, etc ...).

* The CLC convention is dominated by undemocratic American Unions;
The CCU convention is controlled by active union members.

DOES THE CCU OFFER ADVANTAGES TO AUCE?

* The CCU has 30 000 members whose organisation include CAIMAW (Canadian Association of Industrial, Mechanical and Allied Workers); PPWC (Pulp, Paper and Woodworkers of Canada) and YUSA (York University Staff Association). The CCU and its member unions, unlike the CLC, offer support to organising efforts - whoever is sponsoring them - so, although it is not an affiliate, AUCE has already benefitted from the friendship of the CCU.

* CCU unions have engaged in several strikes resulting in better settlements than CLC affiliates have gained. CAIMAW, with support from CCU unions, has gained better contracts than USWA (United Steel Workers of America) or UMW (United Mine Workers) right here in BC; YUSA, in Toronto, has done much better than CUPE did at the University of Victoria, where clerical workers are stuck with a bad 5-year contract). Just being in the same organisation as other public sector workers doesn't mean much. CCU unions have more active memberships, and many better contracts, than most CLC unions.

* If AUCE joined the CCU, we would make up almost one-tenth of their membership - guaranteeing that we would be able to influence policy, and retain objectives which are important to us - while making a valuable contribution to the organisation. AUCE would be totally submerged in the CLC. Our influence would be negligible, and many of our principles would be lost.

WHAT ABOUT TSSU?

* In BC the majority of university workers are in AUCE, not any CLC union. The teaching support staff at UBC are in CUPE, but the evidence so far is that CUPE has not been as much help to them as AUCE has been to us - and they have had a bureaucratic headache to get any help at all. Staying in an independent union, AUCE, provides close contact with most of the university workers in the province and maintains our prized independence and autonomy. Going into the CCU would not interfere with these positive elements and would help to build our membership strength. No-one would dominate us.

* In the CLC or one of its affiliates, there's always the chance of being dominated by business agents, or of losing control of the local through executive fiat (e.g. being placed under "trusteeship"). If, once we have joined the CLC or an affiliate, we were to change our minds - leaving would be very hard. At the very least we would lose our union funds. If we joined the CCU, and then changed our minds - we would be free to leave again, as soon as our membership have voted on the question, without any penalty.

* Voting for the CCU will prevent the submergence of AUCE into bureaucratic business unions within the CLC.

VOTE CCU

*** IF WE VOTE CCU, TSSU, WITH AUCE, WILL MAINTAIN ITS POSITIVE FEATURES AND GAIN THE SUPPORT OF AN ORGANISATION SUITED TO OUR NEEDS

*** IF WE VOTE CLC, AUCE MAY DISAPPEAR, ALONG WITH ITS POSITIVE FEATURES

*** THE CCU DOES NOT RELY ON MEMBERSHIP APATHY, BUT PROMOTES MEMBERSHIP PARTICIPATION - WHICH MAKES A STRONG UNION. THAT IS WHAT WE NEED TO IMPROVE WORKING CONDITIONS AND GET GOOD CONTRACTS.

Sponsored by these members of TSSU (AUCE LOCAL 6): Jack Gegenberg; Peter Lane; Mary Mabin; Michele Pujol; Suzanne Marria; Alan Mabin.