

Auce

WHY AUCE ?!

IN NOVEMBER OF 1981 A GROUP OF FULL TIME AND PART TIME TEACHING SUPPORT STAFF AT THE UNIVERSITY OF VICTORIA DECIDED TO FORM A UNION TO IMPROVE AND DEFEND THEIR BENEFITS AND WORKING CONDITIONS. SHORTLY THEREAFTER WE AFFILIATED WITH THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES (AUCE) AND BECAME LOCAL #7.

AUCE IS AN INDEPENDENT TRADE UNION WHICH REPRESENTS EMPLOYEES ON THE CAMPUSES OF SIMON FRASER UNIVERSITY AND THE UNIVERSITY OF BRITISH COLUMBIA. WE AFFILIATED WITH AUCE FOR SEVERAL REASONS. WE WERE CONCERNED THAT THE UNION WE JOINED WOULD TRULY REPRESENT OUR INTERESTS, AND WOULD BE CONTROLLED BY US. AS AN AUCE LOCAL WE CAN PRACTICE STRONG MEMBERSHIP CONTROL - WITHOUT A PAID BUREAUCRATIC HIERARCHY. THE WORK DONE WITHIN OUR LOCAL IS LARGELY CARRIED OUT VOLUNTARILY. WHEN WORKERS ARE HIRED THEY ARE REMUNERATED AT THE MASTERS TEACHING ASSISTANT RATE. IMPORTANTLY, THE CONSTITUTION OF AUCE INSURES THAT EMPLOYEES AT EACH UNIVERSITY WILL COMPRISE A COMPLETELY AUTONOMOUS UNIT WHICH DETERMINES ITS' OWN STRUCTURE, NEGOTIATES ITS' OWN CONTRACTS, AND DECIDES ON ITS' OWN DUES AND HOW THEY WILL BE SPENT.

THE ADVANTAGES OF MEMBERSHIP CONTROLLED UNIONISM HAVE BEEN PROVEN AT SFU AND UBC. AUCE HAS SUCCESSFULLY NEGOTIATED TEN CONTRACTS IN BRITISH COLUMBIA WITH UNIVERSITY ADMINISTRATIONS, WITHOUT EXPERT HELP. THE MATERNITY BENEFITS CLAUSE WHICH AUCE NEGOTIATED AT SFU HAS SERVED AS A MODEL FOR UNIONS ACROSS THE COUNTRY. AUCE CONTRACTS ARE NEGOTIATED BY THOSE PEOPLE WHO KNOW THEIR WORKING CONDITIONS AND EMPLOYER BEST - THE MEMBERS.

THE THREE OTHER AUCE LOCALS HAVE EXPERIENCED MEMBERS, AMONG THEM SHARING 15 YEARS OF CUMULATIVE EXPERIENCE IN POST-SECONDARY INSTITUTIONS AT NEGOTIATING CONTRACTS AND HANDLING GRIEVANCES. NO OTHER UNION IN B.C. HAS AUCE'S EXPERIENCE IN REPRESENTING TEACHING SUPPORT STAFF.

AUCE LOCALS HAVE AN EXCEPTIONAL RECORD OF SUCCESSFULLY SETTLED GRIEVANCES. ALTHOUGH THE MAJORITY OF GRIEVANCES ARE HANDLED INTERNALLY, AUCE LOCALS HAVE WON OVER 60% OF THE GRIEVANCES SENT TO ARBITRATION AT THE LABOUR RELATIONS BOARD OR BOARD OF APPEALS. AUCE'S SUCCESS HAS BEEN ATTRIBUTED TO THE TENACITY WITH WHICH THEY DEFEND THE RIGHTS ENTRENCHED IN THEIR CONTRACTS AND THEIR COMMITMENT TO MEMBERSHIP CONTROLLED UNIONISM.

AS AN AUCE MEMBER YOU ARE ABLE TO PARTICIPATE AT WHATEVER LEVEL YOU LIKE - ON COMMITTEES, AS A DEPARTMENT CONTACT PERSON, OR AT THE EXECUTIVE LEVEL. THE AUCE PROVINCIAL COUNCIL STRUCTURE, IN FACT, REQUIRES EQUAL PARTICIPATION FROM EXECUTIVE AND NON-EXECUTIVE MEMBERS FROM EACH LOCAL.

IF YOU AGREE WITH US THAT A UNION WOULD BE BENEFICIAL FOR THE TEACHING SUPPORT STAFF ON THIS CAMPUS, THE MOST IMPORTANT THING YOU CAN DO IS BECOME A MEMBER. WE NEED YOUR SUPPORT.

BULLETIN

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