

For many years we at AUCE local #1 have been proud of our achievements as an independent union. Recently, however, ~~the University has become increasingly difficult to negotiate with and has dealt with all aspects of our collective agreement in a seriously disturbingly hostile way.~~

↳ this independence has led to a vulnerability & isolation which we feel is threatening the basis of our union. While our independent achievements will always stand, the time has come to associate ourselves

Our present set of negotiations with the university are proving to be increasingly fruitless. The university ~~seems~~ is unwilling to take any of our proposals seriously and it has become apparent that they view us as being quite powerless to take any sort of ~~concrete~~ ^{forceful} steps towards securing our demands. The number of grievances which we must take to arbitration is another indicator of how vulnerable we are. The university is well aware of our small resources and how easily they could be depleted just trying to defend our members from attacks against provisions which are already in our collective agreement. At the moment it ^{is} taking all of our resources just to keep what we have in terms of employee rights and privileges. The fight to gain more is something which we are scarcely able to even consider. It is becoming increasingly evident that should the university ever decide to ^{try} and break us through arbitrations and bargaining — for concessions we would have an impossible job of resisting their onslaught.

In light of this, we feel that our ^{most} fundamental ^{interests} (and even our very existence) could be best served by affiliating with CUPE

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with a large trade union established To help in ~~establishing~~ negotiating these substantial problems.



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In light of this, we feel that our fundamental (and even our very existence) could be best served by affiliating with CUPA

via a two year service contract.

~~This affiliation would~~
~~enable us~~ A "yes" vote on this ballot would ensure that we have the resources, both financial and professional, to resist any attacks against our rights to decent working conditions as well as ensuring that we do not remain isolated from the mainstream of public sector and education sector unions who are uniting to fight against the exact same kind of ~~attacks~~ challenges which we are facing.