

# A UNION FOR TEACHING SUPPORT STAFF

## CAN FOREIGN STUDENTS JOIN?



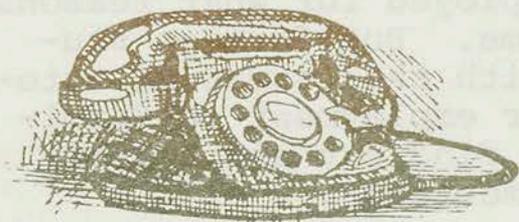
Every foreign student in Canada knows that he or she must have an independent source of funding or obtain a work visa based on work-related employment. All teaching support staff (Teaching Assistants, Language Assistants, etc.) are subject to manipulative departmental decisions about who is employed for what reasons and for what length of time. But foreign students must also contend with the threat of automatic deportation if their employment is terminated--which they may not find out about until the second week of the semester!

If this isn't enough, foreign students must also perform academically according to criteria which are a potential front for political discrimination against those who do not agree with the dominant theoretical perspectives at Simon Fraser. Again, deportation raises its ugly head!

Given this "fragile" situation, is there any legal risk in foreign students joining a union that will fight for improved working conditions and job security for all teaching support staff? There is no law against foreign persons joining and participating in unions as members or executives. There is nothing in the Immigration Act which prevents this. According to the Labour Code of British Columbia, "every employee is free to be a member of a trade-union and to participate in its lawful activities" (S. 2(1)), and "no employer ...shall refuse to employ or to continue to employ a person, or discriminate against any person in

regard to employment, or any condition of employment, because the person is a member or officer of a trade-union" (S. 3(2)). And the Human Rights Code of British Columbia guarantees that "every person... (regardless of) place of origin, or political belief... has the right of equality of opportunity on bona fide qualifications in respect of his occupation or employment, and in respect of his membership or intended membership in a trade-union..." (S. 9).

A union is the only legally binding basis from which to struggle for the improvement of working conditions and the job security of all teaching support staff. The "fragile" situation of foreign students can only be strengthened through collective democratic action. A union will be especially beneficial for foreign students. It is urgent for foreign students to join in order to benefit all students. Collective bargaining power would be weakened by a separate labour pool of foreign students. Foreign and Canadian teaching support staff must collectively fight together for rights as workers at Simon Fraser. Join us!



Stop in and see us in  
CC 7127, or call us at  
4433, from 11:30-2:00,  
Monday through Friday.

"No employer, and no person acting on behalf of an employer, shall... seek by intimidation, by dismissal, by threat of dismissal, or by the imposition of a penalty... to compel or induce an employee to refrain from becoming or continuing to be, a member or officer or representative of a trade union."  
--Labour Code of British Columbia Act, 1973 (2nd Sess.),  
C.122, s.3.

To: Association of University and College Employees, Local #6  
1113-207 West Hastings, Vancouver, B.C.  
Phone 684-6737

Name \_\_\_\_\_ Dept. \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

For further information. All replies in strict confidence.