

## Tech change worries YUSA

By GRAHAM THOMPSON

The bleak prospect of a staff strike became a distinct possibility last week as the York University Staff Association (YUSA) applied to the provincial Ministry of Labor for a conciliator to mediate their dispute with the administration. Negotiations broke off after weeks of fruitless contract talks between representatives from the University's office of Finance and Employee Relations and YUSA.

Last Friday, YUSA spokesperson Shirley Ittas said no progress was made on any of the seven major issues YUSA is trying to get the administration to address.

According to Ittas the major issues are job security, retraining in the face of technological change, health and safety concerns, job evaluations, equal pay for work of equal value, the hiring of non-YUSA personnel and, of course, their wages.

Ittas said that technological change is the main problem. Rod Bennett, another YUSA spokesperson, said that retraining of employees is lacking. "After all, this is an educational institution. There should be retraining of employees," he said.

Concerning the issue of job security, Ittas said that there have been more layoffs in the first five months of 1984 than in all of last year. She also said that the amount of notice employees receive is inadequate. Under the current guidelines, the administration is not obliged to give employees more than four weeks advance notice of their layoff if the employee has worked at York for less than 10 years. Employees with more than 10 years' service receive eight weeks' notice.

The University's hiring practices have also angered YUSA. "We want to stop the business of having external searches for jobs," said Ittas. Bennett added, "When they hire someone from off-campus, it's going to be a couple of months before they understand the University. Its own members should be treated fairly and considered first."

The University representatives have not accepted YUSA's demand for equal pay for work of equal value, said Ittas. They have offered only equal pay for equal work, she said. This means that only men and women working in the same job will be paid equally. Thus, workers in different jobs, such as secretaries and janitors, would not be compared in terms of their qualifications and experience, for instance, in the determination of their final wage.

According to Ittas, the administration is offering something "already protected by law." Bennett gave the example of a groundsman who earns about \$2,000 more a year than a secretary and yet does not have as many qualifications. "We feel (a secretary) is just as valuable to the University as a groundsman is, in fact, probably more."

Vice-President (Finance and Employee Relations) Bill Farr was not available for comment last week, because he was involved in conciliation meetings with York's faculty association, which is also involved in a labor dispute, according to Temple Harris, Office of the Vice-President.

## CUEW prepares for worst

By GRAHAM THOMPSON

The union representing York's part-time faculty and teaching assistants is prepared to go on strike this fall if they are not satisfied at the bargaining table this summer.

Charles Doyon, spokesperson for Local 3 of the Canadian Union of Educational Workers (CUEW), said, "We feel very confident that we have the overwhelming support of our members behind these proposals. We are willing to take any action to achieve them . . . If that (a strike) is necessary we certainly will do it." These remarks were made in an *Excalibur* interview on July 3.

For his part, University negotiator Bill Farr, Vice President (Finance and Employee

Relations), says he remains "congenitally optimistic" that a settlement will be reached.

The two sides completed their first round of negotiations in late June and are set to begin a second round in the latter half of August.

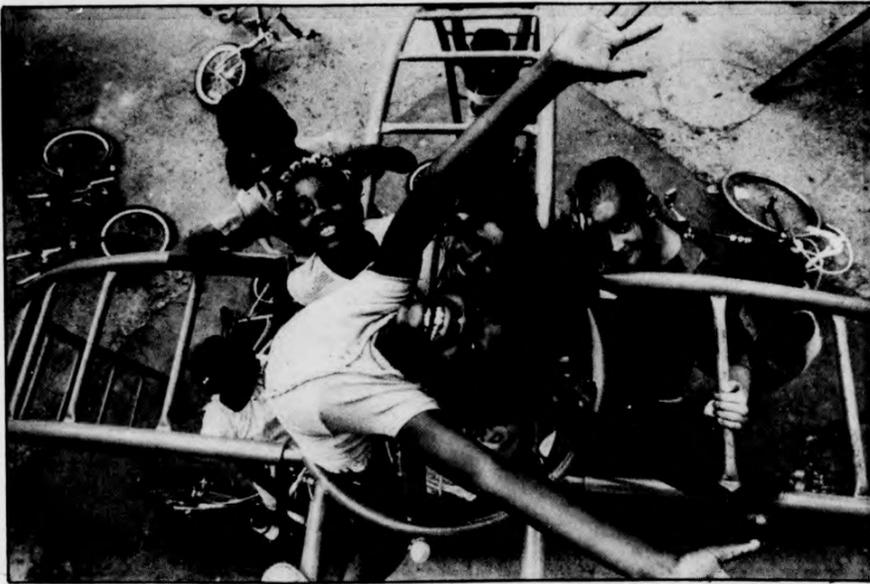
As might be expected, one of the major disputes between the two groups involves CUEW member wages. Doyon says his membership is seeking a 30 percent wage increase for both bargaining units. "For the teaching assistants this amounts to only a \$1,500 increase from a salary of \$5,250, which isn't a lot of money," says Doyon.

If no agreement can be reached between CUEW and the University negotiating team,

CUEW can apply for conciliation. If conciliation fails then a condition of "no board" is declared by the conciliator. After a mandatory waiting period of a few weeks the union would be free to call a strike.

"I don't think there's any particular reason why the university couldn't pay us a 30 percent wage increase because they have a six million dollar surplus" at the university this year, said Doyon. "I don't know where

Charley gets his figures from," said Farr, who admitted that even though the university had more money than last year it had already been allocated.



Kids from nearby Keele-Finch area ham it up for *Excal* photographer Mario Scattoloni, whose subsequent fall added further comedic relief. Ha-ha.

## Student Affairs anticipates confusion as result of extensive office relocations

By DAVID BYRNES

Administrative reorganizations may result in student headaches this fall as many student services are in the process of being transferred to new campus locations.

The Registrar's office, Admissions, Transcripts, York Enquiry Service (YES) and School Liaison have all been moved into the new West Office Building (WOB), which was constructed this summer just east of the Tait McKenzie athletic centre. Financial Aid has also been moved from the Steacie Science Building where room had to be made for a microcomputer lab and more computer terminals. Financial Aid will now occupy offices in the East Office Building (formerly the Temporary Office Building).

Temple Harris, acting director of the Department of Communications, explains that the WOB was constructed because escalating enrolment figures made it necessary for York to hire "between seventy and eighty" new faculty members. Room was made in the Ross Building for these faculty members by moving the departments of Personnel and Communications to the WOB and EOB, respectively.

If all this sounds confusing, it is. In anticipation of the registration pandemonium that may result from these changes the Office of Student Affairs has created some assistance programmes designed to help alleviate any student confusion.

Cora Dusk feels that Student Affairs has more clout than it used to and wants to use it "to cut all the red tape we can for people. But it's not going to happen in two days or two months—two years maybe," she added.

"Now that we have two people in senior positions we hope to be able to take some good action for students," said Dusk, referring to the recent appointments of Provost Tom Meininger and herself.

Meininger, who reports directly to York's president, took office last February after President H. Ian Macdonald decided that York needed a high-level administrative office to promote student interests within the governing bodies of the university.

In the meantime the Office of Student Affairs is moving to 124 Central Square (just to the right of the Green Machines) where Dusk maintains it will be better staffed this year.

## Report urges post-secondary marketplace

By GARY SYMONS

If James B. Davies and Glen M.T. MacDonald get their way, universities will soon be selling courses the way a fruit vendor sell oranges: on the open market.

The two economists from the University of Western Ontario published their report under the banner of the Ontario Economic Council, who released it last Wednesday, August 7.

"In our view," reads the report, "it would be desirable to bring the benefits of the market mechanism increasingly into our schools, colleges, and universities." While admitting the existing system does provide "high quality" post-secondary education, Davies and MacDonald claim the "competitive mechanism would work even more effectively" if post-secondary institutions were given full control over the setting of tuition fees.

With the adoption of a free market system in the nation's universities, the two economists would expect "the post-secondary sector to fulfill even more closely public expectations on the range and quality of programs and responsiveness to changes in demand conditions."

Last Wednesday, on CBC radio's *Morningside*, MacDonald said, "What we want to do is let universities really get their revenue from selling courses to students, and have students be subsidized by the government instead of the universities as under the present system."

"Although the students have to pay a good deal more," MacDonald continued, "they're also receiving sizeable subsidies based on the usual kind of merit and income criteria."

MacDonald said he is not worried that the proposed system might limit accessibility to post-secondary institutions. "The point here is that we can get more education for the same total expenditure of resources . . . and accessibility is something we (society) can take care of through its subsidy mechanisms much as it does now," he said.

MacDonald also maintained that the proposal had been received well by other faculty members, especially by those from what he called the "good departments of the university." He added, however, that "the weaker parts of universities, and the universities that are on the less efficient side would be hurt by this, and that's where you're going to find the opposition."

The provincial Minister of Education, Bette Stephenson, seemed unenthusiastic about the report last Wednesday when she said in an interview on CBLT-TV's *Newshour*, "Certainly there is nothing that would lead to my unblinking support in the report."

## What I did on my summer vacation . . . with Biff Rotundo

