

Salary issue awaits arbitration

cont'd from page 1

TA-ship, the position is guaranteed for another four years. In the final year, TAs are not necessarily guaranteed a job, but they are guaranteed the money that would be earned.

Seniority involves the amount of teaching experience the applicant brings to the job. Job posting include the qualifications as set by management. All those qualified are put in a pool and the applicant with the most seniority is offered the position. In determining seniority for part-time faculty, the provision was made that all teaching experience will be included unless the discipline is academically remote from the course from which you are qualified to teach.

Part-time faculty with six years teaching experience will now be allowed to apply for a full-time position. If they are not granted an interview, a letter must be forwarded to both the union and the faculty member explaining the reason why the interview was not granted.

Union members also voted to submit the wage issue to binding arbitration, a 'final offer'

selection of submission from both sides. O'Reilly said "final offer selection is the fairest way out at this point."

The university administration cannot offer less than 6.4 percent for TAs and six percent for part-time faculty, and the union cannot ask for more than 10 percent. Following submissions, both sides have 15 days to respond to each other's proposals before they are submitted to arbitration. The arbitrators then select either the exact position of the union or that of management and the decision is binding on both parties. As well as a submission for review to the Inflation Restraint Board, a lump sum payment to union members is expected in January, Doyon said.

He added that part-time faculty do not expect full-time salaries but "they do have full-time rent, full-time cost of food, clothing and transportation. Especially for graduate students, given the low level of scholarship funding at York, the administration should be aware that the salary problem will not go away quickly."

Individuals the key in safety

By NADINE CHANGFOOT

To improve health and safety standards in the workplace, one must go after the individuals who control the corporations, "the people who hide behind the corporate structure," claims York law professor Harry Glasbeek.

This was Glasbeek's main message as he spoke in his seminar on "Violence in the Workplace: A Study of Corporate Crime" on November 2 at Norman Bethune College. The seminar was the first in a luncheon seminar series sponsored by the LaMarsh Research Program, Dean of Faculty Graduate Studies.

Glasbeek, who teaches "The Corporationist Criminal" course at Osgoode Law School, said his "obsession with labor law sucked him into issues of health and safety."

According to Glasbeek a traumatic injury—an injury which causes a worker to miss one or more working days—occurs every six seconds.

Compensation and prevention are not taken very seriously in the workplace, Glasbeek said, pointing out that every year 450,000 workers compensation claims are made in Ontario, of which "only three percent" stem from occupational diseases.

Glasbeek claimed bargaining is not a very viable option when "less than one third of people are in unions . . . and of these, 35 percent do not have the power to strike." Without proper representation in unions, "workers have no power to work out agreeable levels of safety."

"To say that they (the workers) bargain for (safe working conditions) is like saying, 'I bargain with Tarzan of the Apes,'" Glasbeek said.

If the decision to regulate safety in the workplace is made, Glasbeek said, "We have already decided a certain element of risk is

there." There is the problem that "regulation cannot be quantitatively expressed," he added. To illustrate this problem, he cited the example of eight toxic substances being regulated out of the 2,500 toxic substances known to man.

Regulatory agencies, Glasbeek said, also have a problem in dealing with conflicting guidelines that attempt to satisfy both safety and economic concerns. These agencies are set up "knowing it is their duty to ensure private enterprises will continue," Glasbeek said. They are put in a difficult situation when told by investors that, "If you regulate too much we will take our business elsewhere."

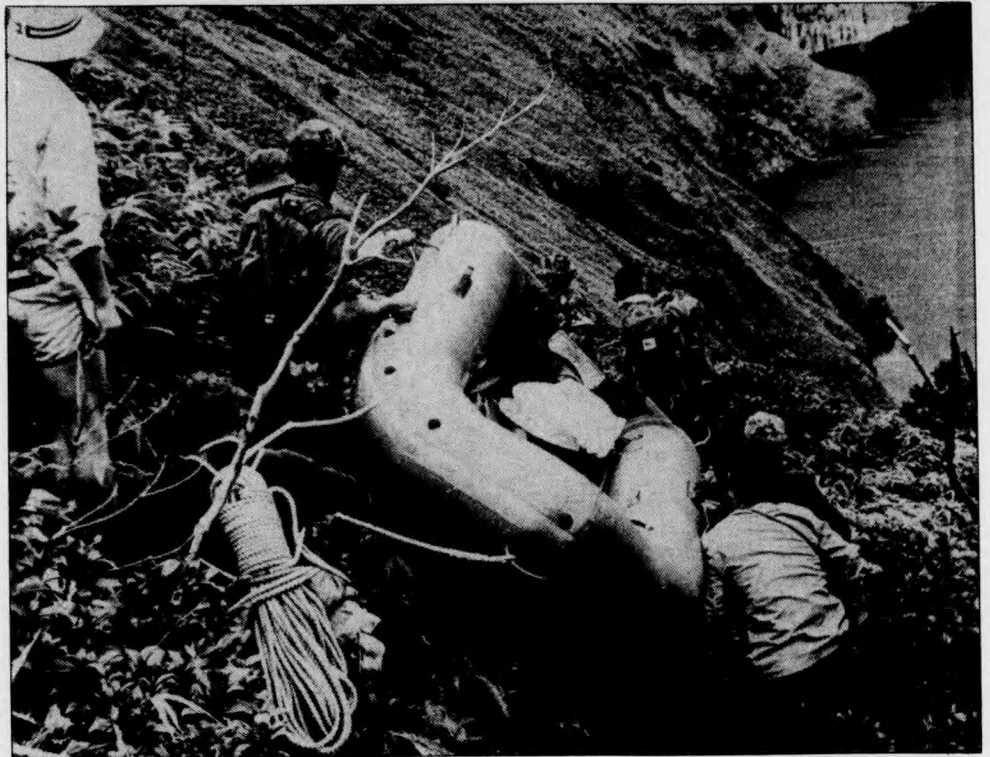
Glasbeek complained of a lack of interest in making the workplace safe. In Ontario, there are 78 health and safety inspectors for 72,000 work sites. According to Glasbeek, one site per week on average usually undergoes inspection.

Glasbeek compared the number of inspectors (78) to game wardens (157) in Ontario, saying, perhaps bears' problems are thought to be more serious than the safety problems of Ontario workers.

"There will always be violence (in the workplace) and always risks," Glasbeek said. "But how do we decide how much risk people will bear?"

"Workers have a 10 percent chance of being hurt traumatically (in the workplace)," he continued, calling it an "outrageous proposition" that people must accept their pay cheques with the knowledge that they may be hurt.

Ridiculously low standards of safety have been accepted, and yet "these ridiculous standards have been breached and still nothing is done," Glasbeek said. "Why is this not criminality?"



Operation Raleigh sets off on four year round-the-world trip

By HEIDI SILVERMAN

Four hundred years ago, Sir Walter Raleigh founded the first English speaking colony in America. A sailor, explorer, historian, and poet, Raleigh was one of the men who best symbolized the spirit of Elizabethan exploration and discovery.

Today, in 1984, a modern day voyage of discovery has been mounted to commemorate the exploits of Raleigh and men like him.

Operation Raleigh is a four year round-the-world voyage that begins in England in November. The expedition will involve participants from 40 nations on six continents.

During the voyage 4,000 people between the ages of 17 to 24 will participate in four month shifts. When the four months are up, the ship sails on and the old candidates are replaced by the new ones. Two requirements are essential. All candidates must be able to speak English and be able to swim.

Over the four years, the two ships in the project will circumnavigate the globe. During that time the venturers will take part in a series of scientific studies and community services. These include: oceanography, biology, archaeology and medicine.

The two ships involved are the 300 foot flagship, the *Sir Walter Raleigh* and a 100 foot brigantine "tall ship," the *Zebu*.

Crane Gittens, the only York student involved in the expedition to date, said, "those who are chosen are sent to Base Borden for a

selection weekend. There, candidates will be tested on their ingenuity, resourcefulness, determination, and enthusiasm."

Dr. Joe MacInnis, the chairman of Operation Raleigh, said that "emphasis will be placed on mental and physical stamina and the capacity to endure under stress."

"The patron of Operation Raleigh is His Royal Highness, Prince Charles. He has suggested the theme of the venture be science and service," said MacInnis.

Gittens says the purpose of the expedition is "to try and involve young people in scientific and community service projects that will broaden or challenge the students as people. This will further develop their minds by making them understand the culture of both the comrades they travel with, and people from the various countries involved."

Canadian organizer Howard Nisenbaum said "funding is supplied by various corporations, these being: George Weston Ltd., Eaton's Ltd., Baton Broadcasting Inc., John Labatt Ltd. and Foreshore Projects Ltd." "Candidates are required to obtain \$2,000 as their contribution to keep the organization going," Nisenbaum.

Trained scientists and specialists will be on the voyage to guide the candidates in collecting and analyzing data.

If anyone is interested in obtaining an application form write to: Operation Raleigh Canada, Box 100-292, Toronto, Ont. M4W 3E2.

news bits

Hallowe'en Trick: Bomb scare at Vanier College

By STEVE STRIBBELL

On Halloween night a residential phone on the ninth floor of Vanier College received an eerie call. The message was simple: "There's a bomb in the college."

According to Bruce Thomson, one of Vanier College's dons, the call was received at about 12:25 a.m. The police were called and porters began clearing the lobby of approximately 30 residents who were milling about, armed with their newly acquired "survival guns."

The "survival game" equipment, consisting of one dart gun, two darts and two poison pills, was delivered to residents' mailboxes earlier that night in preparation for the starting time of noon the next day.

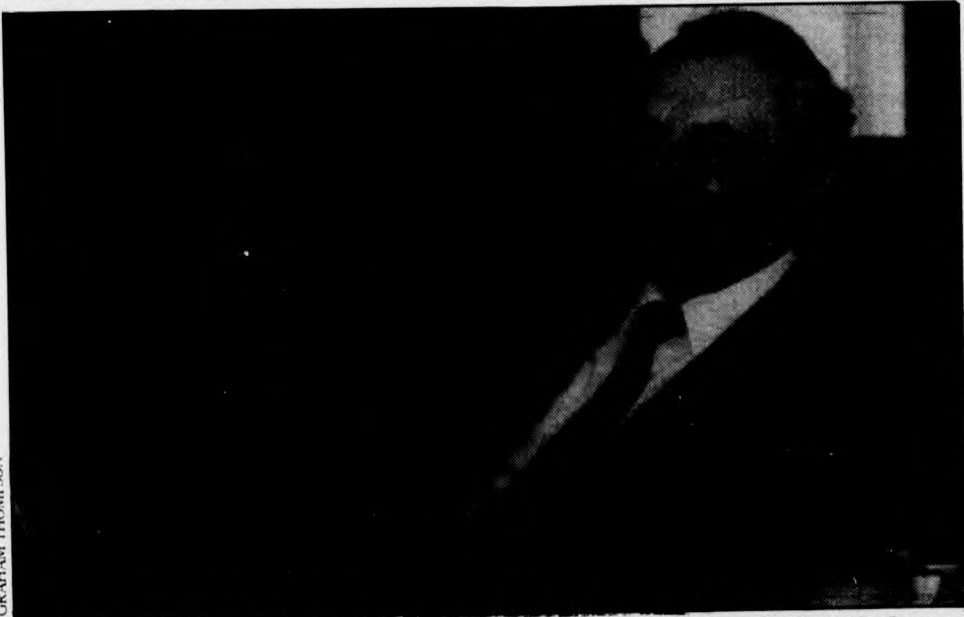
The "survival game" is your basic terrorist training exercise. Each player is supplied with the name of a certain person that they must kill. When they successfully terminate this individual they immediately procure the name of the person that the slain individual was supposed to kill. The process is then repeated. The last person left alive, is the winner.

Being preoccupied with their new weapons, most Vanier residents ignored the threat, and many did not even know there was a scare.

Three Metro Toronto police officers arrived and began to conduct a search.

Two of the officers proceeded to search the south stairwell while Thomson and the remaining officer searched the north stairwell. The officer accompanying Thomson is reported as saying, "If it isn't ticking, I won't know what to look for."

During the search police were continually confronted by Vanier residents who were proudly toting their rubber-tipped dart guns. The fun was over quickly, except for some of the more gung-ho "dart gun terrorists" who continued their charade through most of the night.



York Professor Rory Fisher gave a talk on Technology and Aging at McLaughlin's Faculty Lounge Tuesday as part of the college's lunchtime speaker series.

Humber's Coven sacked by strike

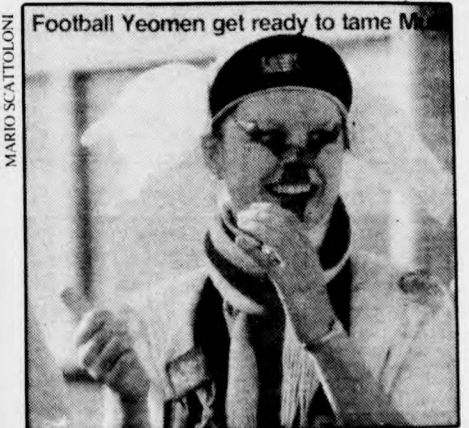
By STEVE STRIBBELL

As a result of the current community college strike Humber College's student publication *The Coven* has been forced out of print.

Undaunted by this development, two second year journalism students have created a new publication entitled the *College Courier*. It is the hope of the editors,

Sotos Petrides and Warren Moody, that the publication will expand to the point where they would receive input from all of the colleges in Ontario.

The *College Courier* is an eight page tabloid that the editors are gearing towards all Metropolitan Toronto colleges. The basic funding to begin the publication came directly from the pockets of the editors, and Seneca College has provided production facilities for a minimal charge.



Sorry, Mario

In the last-minute production night rushes at Excalibur we have neglected to place Mario Scattoloni's photo credits on his pictures.

We forgot to put them on last week's front page color photos and the pic of Tom Meining on page three.