

Two-year agreement wins support of TAs and part-time profs

by Heather Ratteray

The signing of a two year collective agreement between the administration and the Canadian Union of Educational Workers (CUEW) Local 3 has improved working conditions for 1,800 teaching assistants and part-time faculty and laid a good foundation to build on for future agreements, said CUEW chairperson Margaret Watson.

Breakthroughs were achieved in a number of areas of what Watson describes as "a good agreement on the whole." Members, who have not had a raise since August 1988, will benefit from wage increases of 8.25 per cent this year and 7.5 per cent next year, said Watson. They will also receive retroactive pay from last September, an improved dental

plan which will go into effect for the 1990-91 academic year and extended benefits and decreased minimum eligibility requirements.

The recently ratified agreement was supported by 86 per cent of TAs and 96 per cent of part-time faculty, Watson said.

"Those who disagreed did so mainly because of what we call language issues, such as class size and participation in academic decision making bodies. It's really an issue of power and the administration won't move on these points," said Watson.

She called the allocation of \$25,000 to a Professional Development Fund a "significant improvement" over the old agreement.

"It's been put in the hands of our Labour Management Commission to decide how we'll spend the money. We're considering a number of ways: having the tuition fee of members taking courses

reimbursed out of the fund or allocating money to enable members to attend conferences," Watson said. "We're even considering putting on our own conferences to teach part-time assistants about pedagogy. Presently, they only receive one course in the fall which lasts a day and can only do so much."

Limits have also been placed on class size as a result of the agreement though there were no major gains in this area, she said. Previously students could attend tutorials without formal enrolment. The administration now keeps check and compensates the TAs when a maximum level of 46 students is reached.

Other improvements occurred in ethnic and racial harassment and grievance procedures.

"There's been an increase in the proportion of grievers who haven't been hired when they should have because of race or ethnicity. This

is especially true for women of colour," Watson said. "We are now teaching good hiring language so that people will be forced to hire those who have the qualifications."

"In the instance where problems arise with a supervisor or student after the person has been hired, all the griever has to do is ask to be removed," she added. "It won't be necessary to place the blame or lay charges against anyone. The person will be placed in another position with full pay."

The new agreement has also established a 90 day period in which the university must respond to grievances put forward by CUEW.

"Previously, our only recourse was arbitration and it took management a long time to respond to grievances. The university argued this was because they were understaffed and needed time to hear and evaluate the story. Some

members have waited up to a year and a half to hear their response," said Watson.

"With this agreement, after 90 days we deem the grievance to have been won by the union. However, it's possible to extend the limit by mutual agreement if necessary," she added.

Also included in the agreement is an employer contribution for new child care facilities at York as well as provisions for sick leave, compassion leave, bereavement leave and adoption leave.

The union has pledged to continue campaigning for improvement in work conditions and education quality beyond what the new agreement has achieved. Watson believes the way to do this is to mobilize and interest more people.

"We need to expand on who we include in our discussions. A good way would be to involve students and faculty members," she said.



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To the Directors of
CHRY Community Radio Incorporated

We have examined the balance sheet of CHRY Community Radio Incorporated as at August 31, 1989 and statements of operations and fund balance and changes in cash resources for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the company as at August 31, 1989 and the results of its operations and the changes in its cash resources for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding period.

BALANCE SHEET - AUGUST 31, 1989

ASSETS	1989	1988
Current:		
Cash	\$ 8,581	\$ 7,824
Prepaid expenses and sundry assets	2,390	1,640
Fixed (Note 2)	10,971	9,464
	<u>58,051</u>	<u>72,564</u>
	\$69,022	\$82,028
LIABILITIES		
Current:		
Accounts payable and accrued liabilities	\$ 5,114	\$ 2,450
Loan payable	-	2,500
Deferred revenue	25,000	32,000
Current portion of long-term debt	-	2,500
	<u>30,114</u>	<u>39,850</u>
Long-term debt (Note 3)	11,167	11,514
	<u>41,281</u>	<u>51,364</u>
FUND BALANCE		
Fund balance	27,741	30,664
	<u>\$69,022</u>	<u>\$82,028</u>

STATEMENT OF OPERATIONS AND FUND BALANCE

YEAR ENDED AUGUST 31, 1989

	1989	Four months ended August 31, 1988
Revenues:		
Subsidies and grants	\$105,663	\$ -
Advertising	11,026	3,813
Other	1,126	743
Fund raising	12,620	-
	<u>130,435</u>	<u>4,556</u>
Expenses:		
Salaries and commissions	79,441	25,429
Depreciation	14,513	5,259
Engineering	4,852	1,899
Insurance	3,230	997
Interest and bank charges	3,533	623
Office and general	14,820	2,200
Printing	3,277	1,074
Professional fees	2,700	1,324
Programming	2,427	824
Promotion	3,401	3,009
Travel	1,164	2,052
	<u>133,358</u>	<u>44,608</u>
Excess of expenses over revenues	(2,923)	(40,052)
Fund balance, beginning of year	30,664	70,716
Fund balance, end of year	<u>\$ 27,741</u>	<u>\$30,664</u>

The comparative figures as at August 31, 1988 and for the four months then ended are based upon financial statements which were examined by another firm of chartered accountants who expressed an unqualified opinion in their report dated November 1, 1988.

Loventhal + Horwath

September 8, 1989

Chartered Accountants

STATEMENT OF CHANGES IN CASH RESOURCES

YEAR ENDED AUGUST 31, 1989

	1989	Four months ended August 31, 1988
Cash provided by (used for):		
Operations:		
Excess of expenses over revenues	(\$ 2,923)	(\$40,052)
Item not affecting cash:		
Depreciation	14,513	5,259
	<u>11,590</u>	<u>(34,793)</u>
(Increase) decrease in prepaid expenses and sundry assets	(750)	1,669
Increase in accounts payable and accrued liabilities	2,264	1,000
(Decrease) increase in loan payable	(2,500)	2,500
(Decrease) increase in deferred revenue	(7,000)	32,000
Cash provided by operations	<u>3,604</u>	<u>2,376</u>
Investing:		
Purchase of fixed assets	-	(1,939)
Proceeds on disposal of fixed assets	-	1,062
	<u>-</u>	<u>(877)</u>
Financing:		
Repayment of long-term debt	(2,847)	(833)
Increase in cash during the year	757	666
Cash, beginning of year	<u>7,824</u>	<u>7,158</u>
Cash, end of year	<u>\$ 8,581</u>	<u>\$ 7,824</u>

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 1989

1. Summary of significant accounting policies:

- Subsidies: Subsidies are recognized as revenue in the year they are granted.
- Fixed assets: Fixed assets are recorded at cost less accumulated depreciation. Depreciation is recorded on the declining balance basis at 20% per annum.
- Donations of services: Donations of materials and services in kind have not been recorded in these financial statements.

2. Fixed assets:

	Cost	Accumulated depreciation	1989 Net	1988 Net
Equipment	\$100,908	\$42,857	\$58,051	\$72,564

3. Long-term debt:

	1989	1988
Bank loan, interest at prime rate plus 7.5%	\$ -	\$ 2,500
Loan payable, York University, interest at lender's average monthly yield on short-term investments, due September 1, 1992	11,167	11,514
	<u>11,167</u>	<u>14,014</u>
Less principal payments due within one year	-	2,500
	<u>\$11,167</u>	<u>\$11,514</u>

4. Non-taxable status:

The organization is exempt from taxation in accordance with Section 149 (1) of the Income Tax Act.

5. Comparative figures:

Certain comparative figures as at August 31, 1988 and for the four-month period then ended have been reclassified to conform with the presentation adopted in the current year.