

EDITORIAL

Pay equity will force evaluation changes

It's been about three months since the York University Staff Association (YUSA) and the University came to a settlement to end a two-week strike, and the last thing on students' minds these days are the issues which sparked the confrontation. Even during the strike the issues were obscured by the effect the strike was having on students, and the exchange of rhetoric between the two sides. Words like 'ergonomics' and 'job evaluation' don't mean much to students, for when a strike is centred around issues other than compensation, observers tend to get confused.

But the anger and frustration expressed by YUSA workers with the evaluation system, in particular, are real and justified. Yet the issue was never resolved, setting up the scenario for a possible strike when YUSA's contract runs out again in two years' time. Luckily enough, pay equity legislation will avert such a confrontation, giving YUSA another chance to redress the archaic evaluation system now in place without taking students hostage.

An objective evaluation system is supposed to judge the position when determining the rating of a job, and the wages, so no sexual or racial discrimination takes place. But the problem with YUSA's evaluation system is not discrimination, it's the lack of union involvement in the system. The evaluation committee which rates positions only has one YUSA observer and three voting members consisting of one representative from the Department of Personnel and two from management. Personnel claimed during the strike that the union should be denied representation on the rating committee because it is an "exclusive management right." What is a management right? Is it the right to arbitrarily determine which positions should be upgraded in wage and which applicants should be rejected? True, criteria exists to make decisions, but after studying these criteria one begins to understand the ambiguities and faults within the rating system itself.

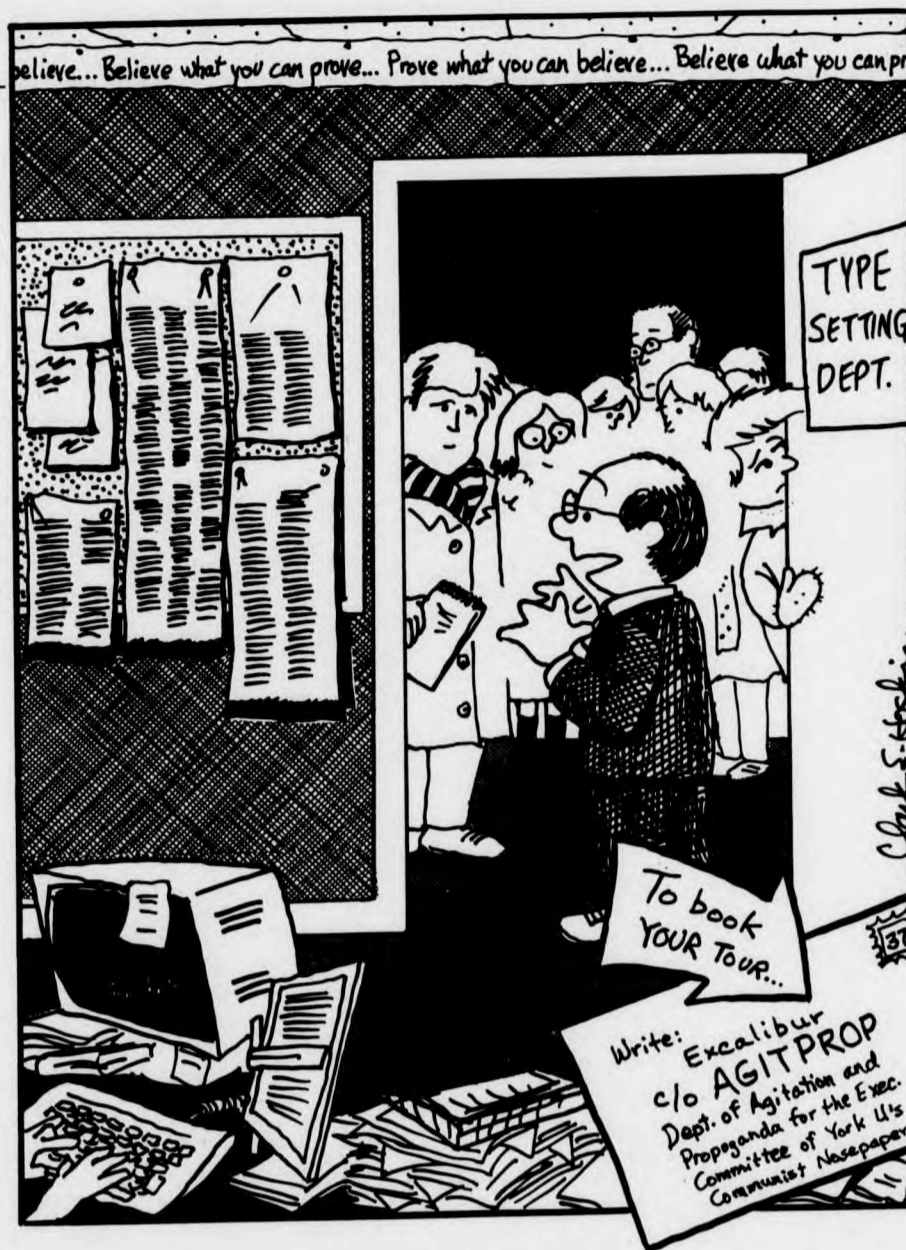
Some of the reasoning in the system is mind-boggling. In the fifth grid, labelled supervision, the system fails to recognize those personnel who must supervise part-time staff. So even if an applicant as supervised part-time staff totalling over 300 hours per week, which often occurs, this is not taken into consideration. And then there's the fourth grid, working conditions, which is reduced so much in weighting that those who work under severe conditions will hardly receive any points. For example, the total points staff can receive in this category is 25, while in communications they can receive up to 125 points and in responsibility 200. Also, working conditions fails to take into account dock workers who must labour in inclement weather.

Communications is probably the most indicative of the university's misguided attitude towards students, and it demonstrates how poorly the two-axes system works. In the first place, staff is barely compensated for advising students, but graciously rewarded for public relations. Second, in communications, points are awarded along an external-internal axes, so if you perform poorly on the external axis, that is communicating with people outside the university, but you talk to a lot of management and personnel inside the university, you still lose out.

It's time for the Department of Personnel to get out of the '50s and look at other institutions which are taking the initiative to set up evaluation systems that incorporate union involvement and thus reduce worker resentment. Laurentian University, for instance, set up a system in July '86 which gives equal representation to union members on the evaluation committee, and if there is an impasse the application goes to binding arbitration. Now many would believe that such a system would result in deadlock, but so far only one case has been sent to arbitration.

Also, the evaluation criteria are far more fair. Instead of using the two-axes grid system, the criteria are based in four areas: conditions, responsibilities, competence and complexity. Conditions, for instance, is then broken down into separate categories: mental fatigue, working conditions and physical demands. The first thing York can do to improve its system is divide the two axes into separated categories, so, for instance, external and internal communication are judged independently.

But the real change in the system has to come from personnel who must abandon their management-rights mentality and begin looking at union representation on the rating committee. Really they have no other choice since pay equity legislation demands that an evaluation system be set up which the union agrees to by January 1, 1990. Isn't it time York put some substance into its claims of progressive labour-management relations?



"This concludes our field trip on Marxism, class. I hope you appreciate the time that the Excalibur staff has given up for this tour through their little commune. Next week: An Introduction to Fascism. We'll meet at ten o'clock on the Ninth Floor."



LETTERS

We will publish, space permitting, letters under 250 words. They must be typed, triple-spaced, accompanied by writer's name and phone number. We may edit for length. Libellous material will be rejected. Deliver to 111 Central Square during business hours.

Drew damns with faint praise

Mr. Editor:

I'd like to congratulate you on the editorial that appeared in the December 3rd Excalibur. "Excal's democratically written editorial, folks," like most of the editorials in Excalibur, was well written, concise, logical and obviously well researched.

Keep up the good work.

Drew McCreadie
Emperor, CYSF

Smith attack sad, immature

To the Editor:

Jim Smith's letter of November 26 was indeed sad. Containing little fact, Mr. Smith relied on slander to attack Greg Hopper and the Liberty Coalition. If Mr. Smith had any integrity, he would have refrained from using immature language (such as maggot, jackass, slimeball and so on) and debated the content of Mr. Hopper's argument, not attack him personally.

Instead, he used rhetoric common to his political arena, accusing Greg Hopper of having "gleaned (his facts) undoubtedly from some nep-Nazi tripe that crossed our border to his sweating hands in a brown-paper wrapper." I suggest that in the future Mr. Smith base his accusations on fact, or find himself on the wrong end of a libel suit. The irony of this obscene statement is that it followed Mr. Smith's dismissal of Mr. Hopper's statement as "lies," and then said that because they are lies they need no further discussion. With an argument like that, I fail to see how Mr. Smith could persuade even a maggot that Mr. Hopper was lying.

Mr. Smith's letter, and the article

which initiated Mr. Hopper's letter, ignore the realities of what it means to live in a war zone. Nicaragua is a country at war. People get killed in wars. It follows that Mr. Linder made a decision knowing the possible consequences, and unfortunately for him, the price he paid was his life. The fact he carried an AK-47 Soviet assault rifle illustrates that he wasn't exactly an innocent bystander.

Finally, I think the editors of Excal should take a close look at their standards and especially their disclaimer on letters to the editor which states that "Libellous material will be rejected." If Jim Smith's letter doesn't fall into this category, it certainly offends any objective and intelligent reader and is unworthy of publication.

Sincerely,
Adam Blechman

Women aren't gov't dependents

Editor,

In reading Mr. Sgroi's letter, "Why not ladies first?", I found myself at odds with much of what his argument implied. First of all, women have not "transferred their dependencies from their fathers and husbands to huge government bureaucracies," as Mr. Sgroi claims. Women want to achieve independence, so why would they engage in a deliberate transfer of "their dependence" on to the government? I don't consider the request to government agencies for the provision of equal opportunity through the protection and assurance of one's rights to be a display of dependency at all. Mr. Sgroi suggests that if women want to compete with men, they should do so freely, without the aid of government intervention. I think Mr. Sgroi fails to realize that without a certain degree of government intervention, to alleviate the oppressive barriers imposed on women by the tradi-

tional discriminatory practices of the workplace, women do not have that freedom to compete on equal footing with men. Of course, I'm not advocating a system of preferential treatment for women; government intervention should only be exercised with the intent to establish an equality of opportunity. Obviously, equality as an end is an elusive concept and is not the intent of women's rights activists at all.

Oh, and concerning Mr. Sgroi's mention that he picks up the tab when out with his girlfriend, although I find his chivalrous efforts admirable, I fail to see its relevancy to the argument at hand.

Sincerely,
Lydia Rett

"Plunder" basis of socialism

Editor,

I apologize to Kevin MacNeil. In his letter that was given the title "Get serious Mr. Pengelly" he complains about my writing. I tried to write at the level of my audience but when so many people are involved you cannot satisfy everyone. I will try to simplify my arguments.

Canadian governments use force to take money from people. Try to avoid paying your income tax or customs duties and see what happens. This money is then given to other people, whether or not the person who supplied the money wishes them to have it. This taking of money by force has been called plunder and is the source of the slogan "Taxation is Theft." This is the basis of socialism.

This plunder is supported by many media stories and editorials. Such stories usually focus on how poor someone is and then have a quote from a pressure group demanding that the government plunder someone else and give them

cont'd on page 5

EXCALIBUR

Editor	James Flagal
Production Manager	Kevin Connolly
Arts Editors	Adam Kardash, Jennifer Parsons
News Editors	David Dollard, Deborah Dundas, Jeff Shinder
Sports Editors	James Hoggett, Garry Marr
Features Editor	Zena McBride
Photo Editor	Babak Amirfeiz
Ignatz	Ryan McBride
Staff	David Ackerman, Darren Alexander, Pat Anderson, Dave Baas, Stacey Beauchamp, Sujata Berry, Christine "Cancel That Turtle Soup" Bouchard, Lidia Miranda Cabral, Angela Catallo, Michelle Cheung, Len Cler-Cunningham, Paul Conroy, Blair E. Cosgrove, Jennifer Crane, Peter B. Cronsberry, Hasnain Dattu, Mark Eklove, Dr. Lorne Foster, Rina Gagliatti, Anna Garibotti, Dave Gershkovitch, Karen Golightly, Christine Gomes, Karim Hajee, Stephanie Hatton, Russ Hoffman, Clark "The Wanderer" Hoskin, Ron Howe, Mark Hunter, Pierre Imlay, Farah Jamal, Janina Jurciewicz, E.A. Johnston, Mike Kennedy, Ken "Kabuki" Keobke, Otav Lombardo, Lennie Long, Lorne "Spymaster of Willowdale" Manly, Amy Menon, Oded Orgil, Tim O'Riordan, Joanne Oud, Pete Peng, Lisa Penn, Nancy Phillips, Mario Pietrangelo, Michael "Rocket" Redhill, Tracey Reid, Heather "Lady Wisdom" Sangster, Lee Schnaiberg, Daryl Shadrack, Elizabeth Silva, Lisa Snoddon, Steve Somer, Andrew Sun, Vince Torreiri, Gary Verrinder, Annette Vieira, Susan Wengle, Norman Wilner, Steve "Let There Be Velcro" Wise, Meiyin Yap, Kaan Yigit

(... and Liz Flagal as lagalF zIL)

Board of Publications Chairperson	Brigitta Schmid
Advertising Assistant	Patty Milton-Feasby
Johnny Typesetting	Stuart Ross
Typesetting Assistant	Linda Fogazzi
Advertising Manager	Merle Menzies

EDITORIAL: 736-5239
TYPESETTING: 736-5240
ADVERTISING: 736-5238

MAILING ADDRESS:
Room 111, Central Square
York University
4700 Keele Street
Downsview M3J 1P3