

YUSA vs. Vanier: Liaison may lose job

by Roslyn Angel

Stan Taman, the student liaison officer at Vanier College, may have to find a new job and home when his position is re-posted on October 31.

When Vanier's residence secretary retired in early 1988, the college went through some reorganization. "The duties of residence tutor and liaison officer were combined into a professional and managerial (P & M) job, and renamed student liaison officer," said Mary-Sue McCarthy, master of Vanier. Vanier had hoped to get a new secretary "but it didn't happen, we didn't have the money for it," said McCarthy.

The only problem with the new Vanier position was that it was not a York University Staff Association (YUSA) job, meaning it "is not included in our bargaining unit," said Celia Harte, chair of YUSA. "We also lost the residence secretary job. That is one less union job for our members to have access to."

YUSA filed a grievance on March 25, 1988, "stating that the position was wrongfully excluded from the bargaining unit," said Harte. "Stan Taman was offered the job in April '88, after the grievance was filed."

On November 21, 1988, after a grievance meeting, YUSA filed for arbitration, Harte explained. In an arbitration hearing, "We go to an outside party who hears both sides and then makes a decision," said Harte. "We were supposed to be heard on September 18, 1989, but the case was settled (in favour of YUSA), before arbitration," she added. The position must now be registered as a YUSA job by October 31, 1989.

"YUSA did their homework and they won," said McCarthy adding that, "I am deeply disappointed that the university gave away this position before we even got to arbitration. We didn't even get a chance to make our position clear."

McCarthy stressed she "is not against it being a YUSA position. I feel that YUSA is reasonable, but the university has yet to define adequately what is professional and managerial." Harte also said, "The university still has not made clear how they come to decide if something is YUSA."

Harte commented that the university would now like to talk about a procedure for new jobs. Glenn Rampton, vice-president of human resources said, "We have a meeting to reopen the issue on October 4, 1989. We want to sit down with the union to determine what the criteria should be for new positions and agree on a process to resolve them." Rampton said, "A certificate defining the union membership was agreed upon by YUSA and the university," in 1975. But, jobs and criteria have changed. "What was P & M a year ago is not the same as it is now," said Rampton. "We have to develop a university strategy as to what we want the P & M category to look like."

Rampton hopes that the union and the university can "create more harmonious labour relations by looking for common ground. We both have the university's best interests at heart."

Until both sides can agree upon proper criteria, each position under dispute will have to be addressed one by one, Rampton explained.

For people like Taman, this means getting hired in a job, then, several months to over a year later, potentially losing that job.

"The community of Vanier is in absolute shock," said McCarthy. "It disrupts our whole year." Harte commented that, "Some people are not happy about the timing, but the university could have settled this last spring. Politics is stalling it." She added, "It would be nice if it could be resolved so people know where their lives stand."

"People like Stan usually lose their jobs," said McCarthy. "This affects all other colleges because the future of the residence tutor is very important. It is such a vital job."

With a new mandate from President Arthurs to make each college affiliate with faculties and "to bring more commuter students into the life of the colleges, it seemed really important to have some managerial infrastructure to help the master work with students," said McCarthy. "I wanted desperately to help students see that colleges could enrich their academic lives through the kinds of extracurricular events organized," said McCarthy.

"I am convinced that students who have a sense of belonging and opportunity to contribute to a college, have a better university experience in general." McCarthy stressed that, "A master, who teaches half of the time, could not do it alone. You need someone full-time to bring the residence and commuter students together. Stan has done this job and more."

McCarthy said that Taman "has trained the dons and college council members in leadership skills, fiscal responsibility, in business management, in computer literacy, in ethical decision making and in managing interpersonal conflict. When I can't be there, he is there. We're a team. Stan is very valued and he has a great gift." McCarthy feels that, "We'll lose him to the university."

For Vanier, said McCarthy, "The fear now is that a residence tutor, working with students, cannot be chosen on the basis of seniority," which is a YUSA criteria. "The number of overtime hours that a student liaison officer gives would be impossible for a college to pay for by the hour," said McCarthy. "Whatever happens to Stan or the college, I will always be committed to work to bring commuter and residence students together."

Taman said he would reapply for the job, but does not know what his chances are of keeping it. But he'll stay in the position until someone is clearly hired for it. When asked what his plans are if he does not retain his position, Taman simply said, "I don't know what I'll do."

If Taman does not get rehired in the position, he will have to find a new job and, since he lives in Vanier residence, he'll have to take his wife and two daughters and find a new place to live.

"I'm not terribly pleased about this situation," said Taman, "I just like doing my job and I think I'm reasonably good at it."

remember, the meeting is at 4 pm

ANNOUNCEMENT

York University will review claims for reimbursement from students who incurred extraordinary and unavoidable out of pocket expenses as a direct result of difficulties encountered in initial attempts to enrol in courses for the Fall/Winter 1989/90 Session through the Voice Enrolment System.

Claim forms with information sheets and return envelopes will be available beginning Friday, September 15, at the following locations:

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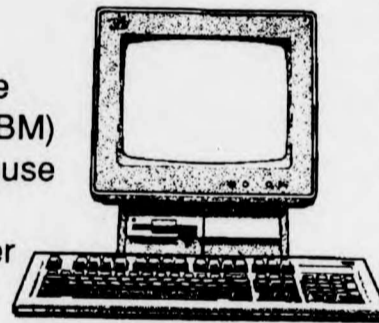
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