

Response to Vagianos

Professors discuss unionization

by Val Mansour

"Tenure guarantees the freedom of the entire academic community."

Roland Puccetti, chairperson of the Dalhousie Faculty Association, responded to recent statements made by Louis Vagianos, Vice-President of University Services.

ment makes clear once again that faculty members should be increasingly aware that in times of economic difficulty their own positions are not as sacrosanct as some might think. The only solution to threats of this kind is unionization. It has been pursued in other places

At a meeting of the Dalhousie Faculty Association last night, faculty members were asked to consider the question of unionization as a way of resolving their difficulties with the administration.

The November 25 issue of the Gazette featured a front page article about support staff cutbacks. Referring to a disagreement the University had with the support staff union, Vagianos told the Gazette that a no contracting-out clause desired by the union was "worse than tenure".

Greg Kealey of the History Department commented that, "The experience of the CUPE local also suggests that all members of the university community should be watching the administration's activities very closely and considering the justice of picking on the worst paid and least protected members of the university community."

Kealey went on then to say that, "Vice President Vagianos' state-

and will happen here sooner or later."

Faculty member Michael Cross believes that tenure has outlived its day. "Tenure was adopted specifically to protect people from political pressure." He feels that tenure has never operated to protect faculty. Cross finds that Vagianos' comment was representative of the entire administration's attitude. "They are not committed to working rationally with labour."

Roland Puccetti stated, "From an administrative point of view tenure is a disaster because you give somebody a guarantee of employment on the basis of the probability of future performance. A professor is only to be dismissed on the grounds of gross incompetence or

some serious dereliction of behaviour.

"However, to the faculty and hopefully the student body, tenure is a real blessing."

After a long and difficult probationary period, a university prof has protection against arbitrary dismissal. Moral fault or incompetence would still be grounds for dismissal, but the unpopularity of his/her

findings or ideas in the eyes of the community at large would not stand as just reason.

Puccetti believes "Tenure provides the necessary protection academics need. They are the only formally organized 'seekers of the truth' and it should be in society's interest that they be protected."

Puccetti doesn't consider Vagianos' comments dangerous, as he believes that there is no chance of the tenure system disappearing.

The tenure system at Dalhousie is to provide the protection needed by the profs. A professor can get a three year appointment when beginning to work at Dalhousie. The department concerned considers whether to give another contract, and by the fifth year the professor would be considered for tenure. A board of professors should reach that decision on the basis of teaching abilities, research potential (which includes writing and publications), and service to the community and university through committee work. It has recently become more difficult for professors to obtain tenure because of a surplus of academics.

Professors at Dalhousie have been discussing unionization, and the question as to whether the faculty association shall unionize was discussed at last night's faculty meeting.



Council opposes collective bargaining

TORONTO (CUP) — Students on the University of Toronto governing council were defeated in their attempts to prevent the council from negotiating with U of T faculty and librarians over salary demands and grievance procedures.

Student governors Mike Treacy, David Vaskevitch and Brian O'Riordan opposed automatic recognition of faculty's right to bargain collectively for wages and work conditions despite faculty member Michael Bliss' warning that a refusal to negotiate might lead faculty to unionize, at the council's executive committee meeting in mid November.

A large majority of faculty and librarians accepted a draft proposal outlining demands in their first effort at collective bargaining from

a committee of the U of T Faculty Association (UTFA) Nov. 9. But while UTFA desires a "general contractual relationship" with the university, according to committee chair Jean Smith, the faculty has no intentions of organizing under the Labour Relations Act or pressing for the right to strike.

Non-unionized faculty suited the majority of the governing council executive committee members, who discussed ways of bargaining with the faculty and rejected the student governors protests that the council should discuss whether to negotiate rather than how to negotiate with the faculty.

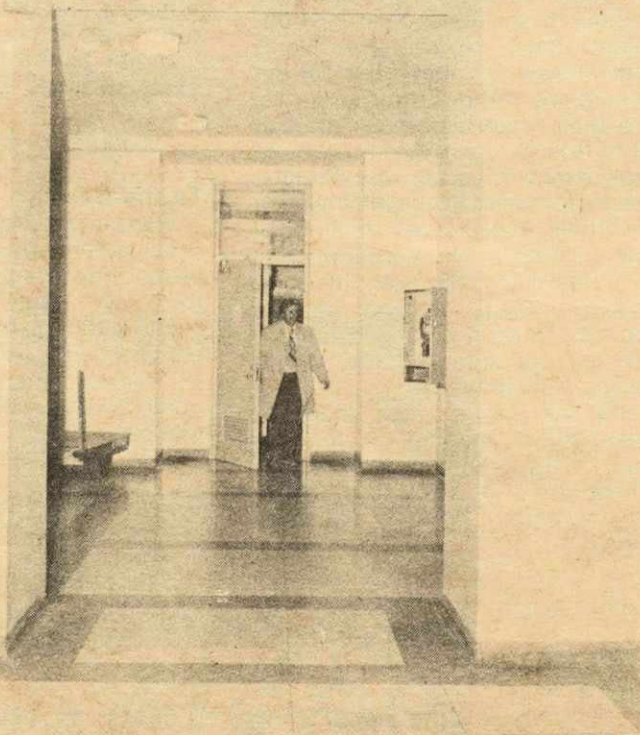
The student governors also objected to faculty governors voting on the procedures and the seating of faculty representatives on a

proposed negotiating committee for the university, arguing that such constituted a conflict of interest.

The executive committee finally voted to give governing council the authority to appoint two additional members to an advisory committee, without specifying whether these would include faculty members.

The formation of a collective bargaining unit for faculty is in response to the lead of U of T graduate students whose bargaining agent, the Graduate Assistants Association, won wage increases and a grievance procedure in a recently-settled contract with the university after two years of organizing.

However, the GAA is a certified union under the Labour Relations Act.



Dal Photo/Walsh

Police were frantically searching the Arts and Administration building Monday to determine if the bomb scare was false.



Gazette says "NO"!

Last Tuesday the executive of the student's council voted 3-1 to recommend that *The Dalhousie Gazette* be ordered to print CBC Radio advertising.

The Dalhousie Gazette editor Allan Zdunich said, "Editorial freedom is a widely respected tradition in the commercial press: the publishers do not interfere with the content of the newspapers. For the executive to think that they can, as publishers, step into the area of editorial decisions is to trample all over the

concept of 'freedom of the press'.

"CBC is engaging in discrimination, they admitted this in the CRTIC hearings. Obviously only a bigot could support this discrimination, that's why we can't understand the decision of the executive.

"If it was blacks that were being discriminated against, would the executive encourage that discrimination by forcing us to carry CBC ads?"

"The Gazette staff does not support discrimination and we certainly hope that student council agrees because we won't print CBC ads anyway."