

CLOWNS PRESENT CIRCUS FOR FROSH

by Dick Nimmons

With clowns, circus, candy-floss, and carnival, the FIW committee is trying to show freshmen students the university as it really is.

The committee has arranged a week of social events through which they intend to see that the incoming student does not get the idea that the university is books and study and nothing more.

"Our intention," said FIW director, Robin McLeod, "is to see that freshmen are given a balanced view of the university's social and academic function."

The committee has allocated \$16,000 to functions such as the carnival, "Delaney, Bonnie, & Friends", a Bavarian beer fest, and the Joe College Dance. Seven hundred dollars has been allocated to academic orientation events such as the series of orientation lectures and discussion groups for freshmen students and a "Hot Seat" with Students' Union President Don McKenzie and Alderman Dave Ward.

The committee expects to break even on FIW through revenues provided by ticket sales, sales of Frosh Kits, and the money earned by the beer fest.

The Bavarian Beer Fest on Tuesday evening was the first of the evening events arranged by the

committee. On Wednesday night, "Delaney, Bonnie, & Friends" were in concert at the Jubilee Auditorium.

Tonight, there is an International Dance in Dinwoodie and a Residence Dance in Lister Hall.

Friday and Saturday nights the now-traditional "Steer'nStomp" street barbeque and dance and "Joe College Dance" in the Ice Arena fill out the week's evening entertainment.

Room at The Top will be open every night during the week for
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photo: bud joberg

CUPE's moved in . . .

The Gateway

there goes
the neighbourhood

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SUB STAFF UNIONIZES

by Winston Gereluk

Students of the University of Alberta, so long imagined to be above the struggles that beset the rest of society, have suddenly found themselves in the unhappy position of employer and in the midst of their own labour dispute.

On behalf of the 20,000 students that he represents, Don MacKenzie, President of the Students' Union, has decided to appeal to the Supreme Court of Alberta the certification that has given the Students' Union employees in SUB the right to form a union and engage in collective bargaining with their employers (in this case, the students).

And, the SUB workers, certified by the Alberta Board of Industrial Relations only last July as Local 1368 of the Canadian Union of Public Employees (CUPE), are concerned that this Students' Union Executive will successfully implement the threat of the previous executive to suspend for up to three years their union rights by engaging in lengthy court action.

As in the case of almost all labour disputes, the two contending parties, the workers and the Students' Union, agree on practically nothing; both the basic issues, and even most of the facts seem to be open to debate.

The workers, with the backing of the Board of Industrial Relations, feel that from their standpoint, a union was absolutely necessary. They point not only to the basic right of all workers in our society to form unions and carry on collective bargaining, but as well to certain management actions in past that have made a strong union especially important in their case.

Between March 22, and the time of their certification as a Union, SUB workers were represented by the Students' Union Staff Association (SUSA). Formed in lieu of a Union at the urging of past student president Tim Christian, SUSA failed its first test as a bargaining agent, when according to its officials, Darrel Ness, SU General Manager, agreed at a meeting to only negotiate on one of over twenty points of contention. According to these sources, Mr. Ness declared that he didn't have to act in good faith, and, as manager, could freeze negotiations indefinitely. The meeting was concluded when he finally refused to name an impartial arbitrator.

As well, worker grievances arose when the Students' Union took over the caretaking services in SUB from the University Physical Plant. The change in management resulted in a reduction of night caretaking staff from about fourteen (as high as twenty-three) to about six (and as low as four). Also relief student help in this capacity was stopped in what appears to have been an economy measure on the part of management.

Darrel Ness, hired by last year's student executive, served a probationary period as General Manager that ended in July. CUPE officials point out that in spite of the fact that their union filed a unanimous vote against an extension of his contract, Mr. Ness, whose main duties include working with the staff, was granted a two-year contract by the MacKenzie executive. Student Council as a whole refused to discuss Ness' contract.

Some other grievances that seemed to make a strong union necessary were:

- Wage and salary differentials that see the General Manager earning about \$16,000.00, area managers about \$10,000.00 and workers anywhere from 3,500 to 8,500 dollars. SUSA was prepared to negotiate, not so much for a wage increase, as for a lessening of salary disparity.
- The grievance cases of workers who had lost their jobs when the Bay was given control over the vending machines. Added to this, is the case of Bette Westlund whose employment as "Office Supervisor" was "arbitrarily terminated" by Mr. Ness, "in order to make room for his own secretary".
- The obvious sex discrimination that was evident when long-time accountant, Nan Maclean was "passed over" in favour of a male applicant for the position of Senior Accounts Clerk.



photo: john bushage

Students shouldn't try to get permission from Campus Patrol, or even the Students' Union Executive before throwing their support behind the SUB workers. Besides getting involved in something really important, you get to meet a lot of nice people just handing out pamphlets. Join the Students' Support Committee For SUB Workers.

Finally, the Board of Industrial Relations has stated that the Students' Union workers were justified in applying to become a certified bargaining group. In a letter dated August 4, 1971, they state firstly that, the Students' Union is a self-governing body, not affected by the same legislation as the rest of the University, and secondly, that the Memorandum of Agreement which established SUSA was "not a collective agreement as contemplated by the . . . Alberta Labour Act. It does not include the conditions of employment which are necessary to qualify a document as a collective agreement."

The Students' Union, according to this letter, retains complete control over any employee it engages, and therefore must be deemed to be an employer within the meaning of the Act. It concludes that "the applicant is a proper bargaining agent, that the unit of employees is an appropriate unit for collective bargaining, and that a majority of employees in the unit have selected the applicant to be a bargaining agent."

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