

Negotiations continue

DFA membership dissatisfied

by Eric Simpson

Dr. Michael Cross, vice-president and chief negotiator of the Dalhousie Faculty Association, said members of the DFA exhibited their solidarity by rejecting the university administration's offer of 9.5 per cent salary increase. The offer, made in December before negotiations between the university and the DFA had officially begun, was not accepted because the union

membership wanted to protect part-time members and librarians. The offer would have given a 9.5 per cent increase to full-time faculty but represented only a seven per cent increase when spread over the entire membership.

The decision exhibited the DFA's faith in the collective bargaining process and its desire of minority that Cross said. He also added that since the DFA has not received a

salary increase since July 1977, the members have lost an estimated 15 per cent of their salaries to inflation.

Negotiations towards the faculty union's first collective agreement have been slow. Only two clauses have been agreed upon after seven three-hour negotiating sessions. They outline the purpose of the union and its recognition as the official faculty trade union. The first two negotiating sessions dealt with bargaining guidelines. The administration reserved the

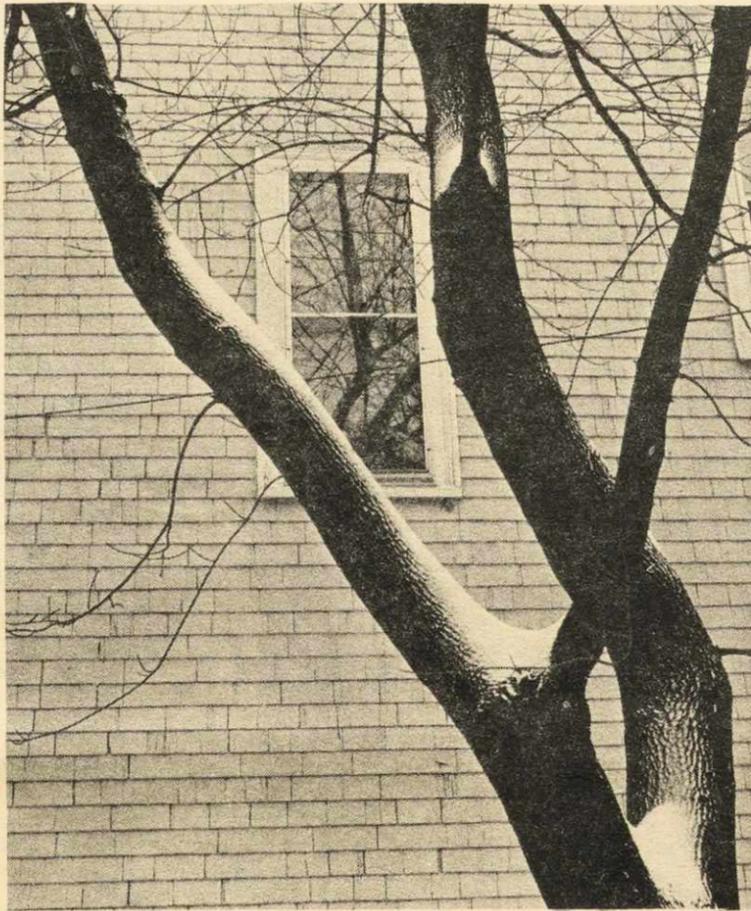
right to communicate with the DFA membership, and the DFA insisted on its right to discuss negotiations with the press. Twelve of 24 clauses have been introduced, but each clause is accepted individually and is not binding until the whole contract is approved.

Cross said he was not pleased with the progress in negotiations but added he was not surprised things were moving slowly. "Patience is an important asset for a

negotiator," he said.

University vice-president Andrew MacKay said "We are feeling our way", and added that "slow but reasonable progress" was being made. Both men agreed the contract would take anywhere from six months to one year to settle.

Dalhousie president Henry Hicks said the system of university government allowed considerable flexibility and added he was not convinced unions were applicable to the academic community.



Photo/Justin Hall

Males ignorant

Status of women report examined

by Elissa Barnard

The Dalhousie Women's Faculty Organization (DWFO) is deeply concerned about discrimination against full-time women faculty, documented at Dalhousie in the first report of the Committee on the Status of Women.

At a meeting, January 22, DWFO decided to contact university president Henry Hicks in the near future to determine what kind of action the administration plans to take on the report's recommendations.

All the findings indicate something should be done, DWFO president Toni Laidlaw said in an interview. The recommendations are reasonable, she said. They include establishing a committee to study salaries and correct differences, as well as compensating for past losses, setting up procedures to ensure the consideration of qualified

female candidates for high academic and administrative positions, formalizing tenure and promotional procedures, and creating an administrative position only responsible to the president to deal with all matters concerning women on the campus.

Hicks was quoted in the University News that past losses in salary will not be compensated, although salary discrepancies will be corrected in 1979. He also said he does not favor a special agency to promote women.

DWFO, which requested the study in the spring of 1976, was not surprised with the results. The report only verified what the women always suspected, Laidlaw said, that women full-time faculty are paid less than their male counterparts, are concentrated in the lower ranks, stay longer in each rank before promotion, and are fewer in

number than the male faculty.

Now the organization is deciding on plans to make the public and other groups at Dalhousie aware that this discrimination exists and that efforts should be made to fight it.

Male faculty, who usually don't think about such issues, must be educated to their importance, Laidlaw said. The DWFO will be soliciting their support.

Dalhousie is the last major university in Canada to do such a study, Laidlaw said. After a similar one at York University more than \$100,000 in salary adjustments were paid to the full-time staff.

DWFO also decided to push the implementation of Phase II of the study on part-time women faculty. The present report calls for the Status of Women committee to be reconstituted within 30 days of the president accepting the report. Up to now, Laidlaw has heard nothing from Hicks.

CBIE stats are a surprise

by Valerie Mansour
Canadian University Press

There is no evidence available to show that differential fees are causing a decline in enrollment of overseas students, according to Max von Zur-Muehlen of Statistics Canada. Zur-Muehlen was speaking at the annual conference of the Canadian Bureau of International Education (CBIE) held here January 21-23.

Although official statistics have not been released, the number of foreign students at major institutions have stabilized. Zur-Muehlen however feels that admittance standards are having more impact than the level of fees.

Elizabeth Paterson of the International Student Centre at the University of Toronto said her statistics show that numbers have actually increased this year. "We have an increase in every department", she said. "Foreign students appear to have money."

Gary Krivy of the University of Calgary said that the universities are being blamed for differential fees because

they allowed droves of foreign students in a few years ago. He said that numbers at Calgary are now decreasing. "In 1976 over 10% of our students were foreign. In a few years only 2 to 3% will be foreign. But I don't think it's connected to differential fees. It seems stringent on English language requirements."

Differential fees were implemented in Alberta and Ontario in 1977 and in Quebec in 1978.

"Unfortunately the stats are letting the government off the hook", Paterson said. When you see the total number increasing, people think things are OK."

"Things seem to be going in a direction no one is happy with but can't do anything about."

One conference delegate pointed out that it was necessary to take a look at where the overseas students were coming from. "We're still not dealing with the problems of developing countries," he said.

John McBride, executive

director of the CBIE, said the organization is on the record as being against differential fees. "But so far any lobbying efforts have been unsuccessful," he said. "Now that differential fees are in Alberta, Ontario, and Quebec, the game is over. We'll make a presentation urging Nova Scotia not to implement differential fees, but I'm afraid we're going to see them right across the country soon."

"Governments simply feel fed up paying for foreign students."

"Our line now is if overseas students are going to pay more they should be treated better," he said.

DAGS to incorporate

by Alan Adams

The Dalhousie Association of Graduate Students (DAGS) has decided to incorporate as a separate body under the Societies Act of the Province of Nova Scotia. DAGS decision came at an executive meeting last Tuesday night.

By incorporating under the act DAGS will "still be a

member of the student union" and will have "protection of our real property" said President Bill White. He added that he can't foresee any problems with council concerning their decision.

Student Union President Mike Power stated he is "willing to sit down and talk about it" with DAGS representatives. He added that Council would have to see what DAGS means by incorporating, either becoming an autonomous body at Dal or entering into a cost-sharing agreement with Council. He added he "thinks it opens a new phase in graduate-student council relations."

DAGS also passed a motion to notify the Student Union that they are planning to re-negotiate their 1976 contract when it terminates in May.



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