

UNIVERSITY NEWSBEAT

Prepared and paid for by the Communications Department, S802 Ross, 667-3441

Report on the negotiations with CUEW

The following is a report to the York Community by the University Negotiating Committee concerning its negotiations with the Canadian Union of Educational Workers (CUEW). Members of the Negotiating Committee are Robert K. Allan, Associate Dean, Faculty of Science; Pauline Callen, Executive Officer, Faculty of Graduate Studies; Paul Grayson, Associate Dean, Atkinson College; Edward S. Spence, Associate Dean, Faculty of Arts; Susan A. Tacon, Employee Relations Officer; and William D. Farr, Vice-President (Employee and Student Relations).

During the past month, negotiations between the University and CUEW have passed through the stage of Ministry of Labour conciliation without an agreement being reached. CUEW will be in a position legally to strike as of October 16, 1981, but has undertaken that no variety of strike action will be taken until after mediation sessions which the Ministry has scheduled for October 23-25.

There have been a number of issues settled during the process of conciliation, but substantial differences remain. In view of the possibility of strike action by CUEW, it is appropriate to provide the York community with information on the substance of the impasse between CUEW and the University.

COMPENSATION

The University has increased its opening compensation offer to an average increase of just over 12%. The new rates for Teaching Assistantships with a 12% increment would be \$4340; Course Director rates would be \$4,974. Tutor 1 rates would be \$1,658 per tutorial group. The University has also offered to rebate to Graduate Teaching Assistants the difference between 1980/81 and 1981/82 tuition fees.

Three months ago, CUEW made an opening demand for increments of 20% for all categories except College Tutorial leaders, where the demand was for an increase of 100%. CUEW has refused to amend that opening demand.

The University's offer of 12% on average is very close to the limit of salary increment authorized by the Board of Governors in its approval of deficit financing for York in 1981/82. YUFA and YUSA increments have both come in at higher than 12%, of course, and

the University's negotiators are still in a position to make a modest upward change in the financial offer to CUEW at the final stages of negotiations, if doing so can bring about a settlement.

JOB SECURITY ISSUES

Disagreement over salary rates notwithstanding, the principal impediments to an agreement at this point are the demands made by CUEW for clauses which would create serious academic and financial constraints in the University.

A. Irrevocable Job Posting

CUEW is asking that the University give up the right to withdraw job postings under any conditions, even before an offer of appointment is made. Although most jobs posted for CUEW appointments result in CUEW hirings, in some cases staffing and enrolment circumstances change, and it makes sense to withdraw the posting.

B. Fixed Complements

CUEW is asking for contract language which would prohibit reductions in part-time academic or TA appointments except in the case of enrolment decline, and then only in proportion to the decline. CUEW asks also that the relative sizes of the two CUEW units remain fixed.

This demand for guaranteed complements flies in the face of the realities of Ontario's formula funding and of sensible academic management. The University has not negotiated complements guarantees with any of its other employee groups, and is not in a position to do so for Teaching Assistants and

part-time faculty.

CUEW's proposal to fix the relative sizes of its two bargaining units would create an impediment to the future expansion or creation of graduate programs, because of the cost entailed by the requirement to add part-time faculty jobs if Teaching Assistantships are increased.

C. Class-size Restrictions

A further "job security" proposal from CUEW is the demand for class-size maxima of 20 students per tutorial group, 24 students per lab demonstrator, 18 students per College Tutorial, and guaranteed "assistance" in the form of appointments of tutors, etc., for Course Directors where course enrolments exceed 40.

Again, this is a proposal not acceptable in the current context of university funding in Ontario, York, like the other Ontario universities, does not receive grant increases sufficient to keep pace with cost inflation. To make up the differences — i.e. to pay salary increments in excess of our basic grant increase, and to try to support growing academic programs — York has to take additional students. We receive discounted grants for those additional students. The job of the Faculties is to maintain pedagogically sound instruction despite large enrolment increases. That is a difficult task, but to attempt to solve it by contracting for class-size maxima would require a major shift in financial and teaching resources away from graduate programs and upper year courses in order to staff the limited-enrolment classes. The University has many academic objectives; it could not skew its distribution of resources in that way.

D. Limits on new Teaching Assistantships

CUEW has proposed a redefinition of the priorities currently used in awarding Graduate Teaching Assistantships, as follows:

Priority 1: Full-time PhD students who have held one full or partial TAsip, but no more than 3 full TAsips.

Priority 2: Full-time graduate students who have run out of priority pool TAsips (as per 1) and who have total fellowship/scholarship support equal to or less than an Ontario Graduate Scholarship.

Priority 3: Up to, but no more than, 100 Teaching Assistantships for incoming students.

Priority 4: Appointments at the University's discretion, but not to violate the maximum in 3.

At present, many graduate students outside the existing priority pool do in fact receive TA ship support, at the discretion of Graduate Programs, and in the light of their progress in their programs.

The CUEW proposal would make such TAsips automatic and universal, and at the expense of TAsips for incoming students. The University could not accept this kind of restriction on the distribution of TAsips and at the same time expect to develop strong graduate programs.

The University is not attempting to provoke a confrontation with CUEW as some kind of labour relations tactic. Rather, an impasse has been created by CUEW's demands for new contract clauses which it would be irresponsible of the University to agree to. In an uncertain financial climate, and at a time when explicit proposals are being discussed for re-alignment of the Ontario universities, York

is simply not in a position to undertake further substantial fixed commitments and give up its little remaining academic manoeuvrability. We hope that the Union will come to understand that, and not subject the University to the disruption which a strike would cause. The University's negotiators will do their best to reach an agreement with CUEW which respects the needs and valuable contributions of the large number of CUEW-unit employees at York, but we must do so without creating new and unmanageable inflexibilities for York.

President urges participation in United Way

"It's you it's me, it's everyone" is the slogan underscoring the 1981 United Way campaign; it's an expression of the extent to which their work affects the lives of all of us.

Donations to the United Way support more than 100 services in the Toronto area, from day care centers and senior citizens homes to community centers for teenagers and women. Health and welfare agencies are also maintained by contributions to the United Way.

President Macdonald is urging all members of the York community to participate in this year's United Way Appeal. Faculty and staff have received donor cards and students may make their donations through the United Way of Greater Toronto, 156 Front St. W., 4th floor, Toronto, M5J 1J3. Tel. 979-2001.

York campaigns for 'Mindpower'

York will be among 1000 universities throughout North America taking part in a campaign focusing public attention on the importance of higher education.

"Canada's Energy is Mindpower" is the theme of Canadian universities aiming to show that "mindpower" can be developed only through education. The message is directed at the general public as well as alumni, corporations, legislators, prospective students and adults interested in continuing education.

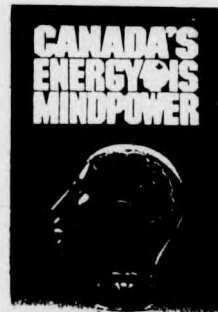
The campaign is the brainchild of the U.S.-based Council for Advancement and Support of Education (CASE). CASE is a professional organization of people working in external relations in universities and colleges in the U.S., Canada and overseas.

Beginning this month there will be a North American media blitz using television, radio and print to advertise the "mindpower" theme. The Canadian universities' collective effort will include the distribution of a

series of dramatic public service announcements to radio stations, with vignettes on striking but often unrecognized university research accomplishments.

Participating universities will draw attention to the campaign by displaying the mindpower poster, writing editorials and features in their publications, and using Mindpower graphics in brochures and posters about university events.

The culmination of the campaign will be an International Higher Education Day



One of the many graphics used in the Mindpower campaign.

Celebration in Canada next July, when the CASE assembly will be held in Toronto. On that occasion, individuals will be honoured for outstanding service to Canadian higher education.

Mindpower graphics for reproduction in brochures and posters that publicize University events are available from the Communications Department. For further information on the Mindpower campaign, contact Penny Jolliffe, Associate Director of Communications, at 667-3441.

Newsbeat Correction

Further to last week's story on the York Youth Connection Day Camp Lottery, it should be noted that Air Jamaica donated the trip for two to Jamaica. Newsbeat regrets the omission.

Nominations sought for bank award

Nominations are now being accepted for the annual Royal Bank Award, which is conferred in recognition of outstanding achievement that contributes to human welfare and the common good.

Established in 1967, the award recognizes dedicated Canadian citizens or persons domiciled in

Canada whose recognition is not always commensurate with the importance of their accomplishments, and to assure that remarkable achievements do not go unnoticed. The award consists of a gold medal and a cash grant which, beginning in 1982, will have a value of \$100,000. Nominees must be proposed

and recommended to the Selection Committee by two or more persons, and nominations should be submitted by February 28, 1982. Further information is available from: The Secretary, Selection Committee, Royal Bank Award, P.O. Box 1102, Montreal, Quebec H3C 2X9.