

THE PYONGYANG EXCALIBUR

"Dear Pig, are you willing to sell for one shilling, your ring?" Said the Piggy, "I will."

A message from our beloved leader Hugh Ian Macdonald to his loyal workers

During the past year, I have endeavoured to keep the University community informed of the progress of the application of the York University Staff Association for certification under the Ontario Labor Relations Act. The Ontario law is complex and was born of institutions quite unlike a university, with its highly decentralized form of management and varied organizational structure. Consequently, what has been a novel experience for so many has also provided the potential for considerable confusion and frequent misunderstandings. A variety of rumours and inaccurate statements about the University's position have circulated from time to time. My own office has received a considerable volume of calls and letters which we have tried to answer fully and promptly.

WORKERS' RIGHT

Now that this lengthy process is nearing completion, I would like to summarize the position of the University. Unionization is not new to York although the present application covers a much larger section of the total community. The University's position is that the right to unionization and to bargain collectively is a basic and hard-earned right in our society and a decision which must be made by the individual members of the community.

In turn, the University has two responsibilities: first, it must ensure that the members of the community are fully informed of the law and the procedures under the Ontario Labor Relations Act. In our communications we have sought to do this in recent months. Second, the University must place before the Labor Relations Board its opinion of the composition of a bargaining unit which would best facilitate workable relationships in the University based on its assessment of those positions which have management responsibilities within the meaning of the law. Because the particular structure of a university is so different from

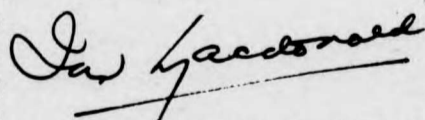
an industrial organization, this has been a lengthy process but an essential one.

OUR GOAL

The University's primary objective continues to be the provision of a fair and congenial working environment for all members of the York community. I have stressed my own commitment to that objective from the beginning. When I took office in July, 1974, I expressed the opinion that our support staff was lagging behind comparable situations outside the University and, for that reason, I proposed the \$500 across-the-board salary increase last October, the extended Christmas vacation period and the establishment of the Presidential Advisory Committee on Staff Compensation and Personnel Policies. That Committee reported last week and we now have a basis for systematic improvement of personnel policies. In order that our salaries not lag further behind, I urged throughout the Spring and Summer that some salary adjustment be agreed upon and I was delighted at the vote which approved the \$1,000 or 10.5% increase, whichever was the greater.

WE ARE NON-PROFIT

The University is not a profit-making body. It spends all of its revenue on University functions, of which nearly 80% is accounted for by salaries and fringe benefits for those in the community. The goals of the University are to produce a first-class University environment and to provide the best working conditions for staff and faculty within our available resources. I can assure you that these goals will remain and that the University will continue its best efforts to work constructively at improving the position of the support staff.



Hugh Ian Macdonald
Beloved leader
Cultural Workers'
Republic of York



Peter Hsu photo

On the female entertainments

As a whole, our new revolutionary university culture is advancing in a sound and correct way. However, we must take new and ever more daring steps toward ridding our healthy and happy lives of such bourgeois decadent entertainments as "female beauty competitions".

These vicious, donkey-type entertainments are alien to the humble, hard-working sentiments of our great cultural heritage. Our people do not like them.

Of course, not all entertainments are bad. Our libraries are filled with the vigorous, inspiring messages of our great cultural leaders. These are written in a most

lively and accomplished manner and are a joy to read.

Far better that our honest, pacific workers enrich their simple minds with truth and goodness than that they descend into the mire of transient physical beauty and admiration of disgusting false gods.

In any case, our young people nowadays do not like these cosmetic "female beauty competitions". They do not fit the times. When watching the television, young people switch it off if the "female beauty competitions" comes on. They do not inspire the people nor arouse them to struggle. It is utterly ridiculous to imagine

soldiers rushing into battle inspired by "female beauty competitions".

Our revolutionary cause is invincible, and only new greater victories and glories await us who are armed closely with the great revolutionary ideas of the respected and beloved leader of our university, comrade Hugh Ian Macdonald, the peerless patriot, national hero, ever-victorious iron-willed brilliant commander and one of the outstanding leaders of the international university movements who are fighting and advancing under his wise leadership.

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