

## Issues still unresolved

By JEFF SHINDER

Despite ongoing mediation proceedings, the York University staff Association (YUSA) and the administration remain far apart on a number of key issues, according to administration and union sources.

YUSA President Celia Harte is disappointed by the negotiation's slow progress. "Negotiations are painfully slow. We are disappointed at the pace. Progress is being made slowly and we still have a long way to go," said Harte.

Administration Vice-President William Farr maintained a positive outlook. "We are certainly glad mediation is continuing. We want the strike to end (and to that end) we have made substantial moves," Farr noted.

### Job Evaluations

The parties are not close to settling the difficult issue of job evaluations. The university has suggested the establishment of a joint YUSA/administration committee to establish job re-evaluation requirements that must conform to the Ontario government's pay equity legislation. The offer targeted August 31, 1989 as the completion date for a revised re-evaluation guideline. In order to provide a dispute-resolving mechanism the administration has proposed the creation of a committee, with equal union and administration representation, and a mutually appointing chairperson. The chairperson, under this recommendation, would not have voting rights.

The union does not feel that re-evaluation guidelines based on the pay equity bill will properly address their concerns. In their opinion the law does not allow for comparison of YUSA jobs to positions in other employee groups on campus. Harte also complained that a chairperson without voting rights is "no way to resolve disputes."

According to Harte, the pay-equity legislation that is the heart of the administration offer will not provide effective compensation for

wage discrepancies. "(The law) will force people into an incredible manipulation of numbers to back their interests rather than get equal pay for work of equal value established," maintained Harte. "It will also take too long, the rule's unclear and the people in our bargaining unit are not covered (by the bill)."

Farr disagreed with Harte's contentions. He stated that a committee with a jointly appointed chair will "facilitate proper examination of potential disputes."

In addition Farr objected to job re-evaluation based on equal pay for work of equal value. According to Farr, YUSA's proposal "is a blank cheque that has a potentially high cost to the university, we do not want disputes referred to outsiders in areas that are highly subjective."

David Glennie, a senior policy advisor on pay equity at the Ontario Women's Directorate, said that the bill is "based on the principle of equal pay for work of equal value, but its application is more focused on redressing gender bias in compensation paid to female job classes." The legislation will apply to job classes that have at the minimum 60% female membership with male wage re-evaluations to be associated with classes that have a minimum of 70% male membership.

Harte claimed that the legislation would not improve the wages of grade-two shippers and receivers who comprise the lowest paid group within YUSA.

### Ergonomics

The union has estimated that a proper upgrading of equipment and furniture standards in the university will cost between \$250,000 and \$500,000. YUSA has suggested the allocation of \$150,000 over the next three years to upgrade existing hardware. They have conceded the notion of an investigating committee to revise safety standards provided that it contains equal representation

cont'd on page 3



HASNAIDATTU

ON THE LINE: YUSA picket lines continue to be set up at every University entrance while the Administration and the Union remain far apart on important issues.

## Student Centre agreement approved

By JEFF SHINDER

The Student Centre Committee and the Administration culminated months of intensive negotiations last Wednesday afternoon when they signed a letter of intent, giving the project formal approval.

The agreement allows the project to proceed while the final contractual details will be ironed out by lawyers. The formal contract between the York Student Centre Corporation and the Administration will be signed by December 31, 1987.

Student Centre Committee chairperson Rob Castle was elated by the success of the negotiations. "This agreement is a great victory for York. It is, in my view, the most comprehensive student centre agreement I've seen in Canada. Our interests as students are now well secured. The project can proceed with the knowledge that we have won a student centre that will last at least the 50 years of the agreement," Castle explained.

York Provost Tom Meininger voiced similar sentiments. "The administration is both excited and pleased about the signing of the agreement," he said. "It represents the result of very tough negotiations where both sides got what they identified as important." Meininger emphasized his pleasure that the Centre's standards of operation will be consistent with the general policies and principles of the University.

The deal establishes a centre that will be managed almost exclusively by students. With the exception of two Administration appointees and an alumnus member, the 15-member

Student Centre Management Board will be composed entirely of students. In addition, due to its exemption from University taxes and surcharges, the Centre will be financially independent. The management board will be free to lease space to whomever it pleases.

The agreement, however, contains clauses which protect the University from fiscal irresponsibility on the part of the Management Board. For example, if the Board of Governors detects an impropriety in the Management Board's financial report, it can demand a revision within 60 days. Upon the Management Board's failure to comply with such a request, the University, at that point, will be compelled to negotiate with a Student Centre committee to strike a new deal creating a new management board.

The contract also outlines the format which will determine the size of the student levy. Every November, the Management Board will recommend the levy size for the next year to the Board of Governors. The final decision will be made by the Board of Governors (BOG) in February. BOG, however, cannot set the levy over the Management Board's recommended level, its decision must not compromise the financial viability of the centre.

Mediation of disputes between the Management Board and the Administration will be provided by a committee which will convene on an *ad hoc* basis. The committee will have three members, one each from the Management Board and the Administration. The third will be a jointly-

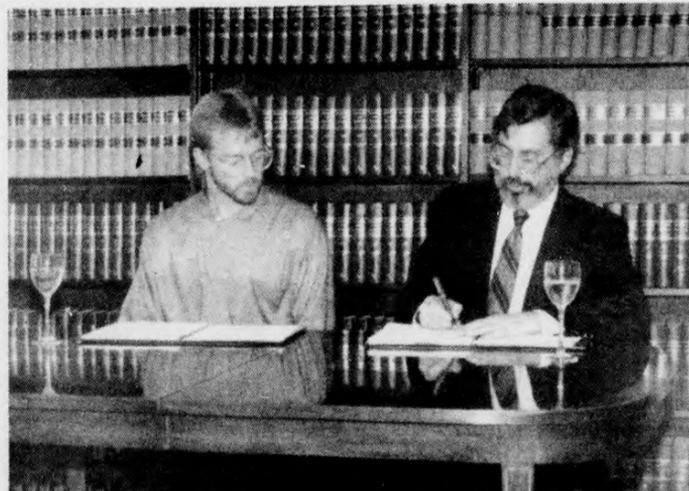
selected independent party. If both parties agree to send a dispute to the committee, its decision will be binding. The parties, however, do have the right to refuse to send an impasse to the committee. In such a scenario, the courts or binding arbitration may be employed.

The agreement restricts the leasing of the Centre's space for commercial purposes to 35%. According to Castle, this ceiling was designed to prevent the facility from becoming a "shopping centre." The Student Centre Management Board may lease above the ceiling on commer-

cial outlets provided a prior agreement is negotiated with the University. The University, however, will be able to tax the intake of the commercial space above the limit.

In addition, in order to maintain the Student Centre's commercial freedom, the University has promised to not enter into any future contracts that guarantee a service monopoly on campus to any outside firm.

For more information, students are invited to attend a public forum to be held in the Senate Chamber on October 13 at 12:00.



JAMES HOGGETT

THE BOB AND HARRY SHOW: After a stiff drink and a friendly nod, York President Harry Arthurs (right) signs the Student Centre agreement, which gives students a large majority on the Management Board plus independence from both the Student Council and the Administration. Rob Castle (left) and the Student Centre Committee finalized the deal in early September.

## INSIDE

"It's (the Student Centre) obviously turned into a money-making business."

GAVIN FERRERA, PRESIDENT OF THE YORK HISPANIC STUDENT ASSOCIATION  
See Page 9

MEECH LAKE: In the second of a two-part series, Excal's Deborah Dundas and Jeff Shinder examine the historical, legal and political implications of the Accord. . . . . Pages 10-11

ONE VOICE AGAINST APARTHEID: Excal's Michael Redhill reviews the latest one-man show to hit Toronto which satirizes South African politics. . . . . Page 13

RARE STUFF: Excal's Lauren Gillen reviews the works of Julio Barragan, an Argentinian artist, whose work is now on display at the Zacks Gallery. . . . . Page 15

TENNIS ANYONE? York's brand new tennis squad is proving to be a winner. For details, see . . . . . Page 17

## Daycare staff on strike

York's daycare centre staff went on strike yesterday, after negotiations between its union (the Ontario Public Service Employee Union) and daycare management broke down Tuesday night.

The dispute is over wages. While management is offering a 2% increase in wages, the union is seeking a 4% increase. Daycare management is separate from the administration.