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Applications are available in Room 222 at the Dal SUB. For further information, contact Ian McCarthy Room 222, SUB. Deadline for applications is Thursday, April 2 at 5 p.m. All applications must be turned in to Room 222. Interviews are tentatively scheduled for April 3rd and 4th.

THEOUTSIDE W O R L D

"Romper Room for adults"

WATERLOO (CUP) — Union elections at the University of Waterloo have increased the friction between custodians and their union, CUPE local 793.

In a recent stormy union meeting, newly elected local president Bill McClanahan saw many of his opponents walk out in protest charging that the election was rigged. At least one was seen tearing up his union card in disgust.

One custodian at the meeting described as "Romper Room for

The charges of election rigging stem from the fact that all the proxy votes submitted by custodians on the 6 pm to 2 am shift were disallowed. Most of these custodians were expected to vote for McClanahan's rival, Gordon Klein, the elections were held at a union meeting while many of these custodians were on the job.

The controversy is the latest episode in an on-going rift in the union local which has seen custodians, who comprise about 40 per cent of the membership, charging that the union is controlled by and only sympathetic to the concerns of the non-custodial employees.

Gordon Klein, the "custodians' candidate" who was defeated by McClanahan, is calling for an investigation into election irregularities by the national headquarters of C.U.P.E.

"There were more irregularites at that meeting than you can shake a stick at," Klein said.

Strategic gloss?

MONTREAL (CUP) — The Quebec government recently launched a \$6.5 million affirmative action program for women although some say the scheme is merely a short-term plan for a long-term problem.

Higher Education Minister Clude Ryan announced that about \$2 million of the three-year package is slated for use by a total of 130 Quebec CEGEPS and 10 universities.

"The financial aid offered by the ministry," reads the slick promotional literature promoting the program, "is intended to motivate and constitutes a good opportunity to start up affirmative action programs. The funding will cover: the salary and expenses of an employment equity officer for six months and the costs of external consultation."

The program's objectives are to eliminate the possibility of future discrimation against women, rectify the effects of past discrimination, eliminate the obstacles to improving the representation of women, and to create new long-term role models for the future.

Suzanne Messier from the Ministry of Higher education said the employment equity officer to be hired in each institution will be a woman from within that institution with experience in research techniques.

"She will do a statistical analysis of the problem in the institution, but she will also do perception analysis," said Messier. "She'll look at how people will react to the program, what are people's problems and feelings about discrimination. She'll also gauge reactions after three months and recommend a plan of action."

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"It's a good initiative," said Elizabeth Morey, Concordia University advisor on the status of women, "but it just doesn't go far enough. The plan offers start-up without any follow-up. We hope they are working on long-term plans."

Ginette Legault, co-ordinator of the CEGEP and university programs, said her department will provide about \$40,000 per institution. She said pilot projects at two universities and two colleges are being studied to indicate how the program will work.

"Although employment equity is a relatively recent concept for Quebec, these programs have already been proven effective in the U.S., France and Sweden,' said Legault. "Although the plan of action can be seen as a short-term solution, it is too early to tell. We have to see what the results of the pilot projects will be."

The project only deals with the problems of underutilization and discrimination of women, and not visible minorities, natives or the physically challenged. Legault says programs that would touch on these problems may be introduced later.

"The question I have about the program," said Morey, "is that after all the data and problems are analysed, then what? They (the government) don't seem to know either."

Messier said the results of the research will probably indicate a need for further funding for affirmative action.

The program was announced Feb. 20, just two weeks before International Women's Day.

Julie Vaillancourt, of l'Association National des Etudiant-e-s du Quebec's women's caucus, said she is happy to see the government taking some action.

"But announcing it when they did was interesting," she said. "It definitely was strategic timing, that's obvious. It will give Ryan the political credibility he is looking for."