



Downsview went Hollywood earlier this week, as the cast and crew of "State of the Art" turned the Behavioural Sciences Building into the California Heart Institute. Shown here is the film's star, Donald Sutherland, trying to use his tongue to pry loose some food caught between his teeth.

## Sex harassment centre proposed

**Jonathan Mann**

Sexually harassed York students, staff and faculty may be able to find help at a new Sexual Harassment Complaint Centre, if proposals now under consideration are adopted.

The proposals are part of the Preliminary Report of the Presidential Advisory Committee on Sexual Harassment, released Monday afternoon.

The 29 page report also includes a definition of sexual harassment, and "guidelines on conduct" for members of the university community.

The Sexual Harassment Complaint Centre would be one of three avenues of recourse open to those who feel they have been the victim of sexual harassment.

As envisioned by the committee, it would employ two part time counsellors, "who would inform the victim of options available, and where

requested, would assist the victim", acting as their

representative in any further proceedings.

The second option outlined in the report is a hearing, which may be called at a victim's request. Held *in camera*, the hearing would be an informal tribunal, conducted by an "adjudicator" such as the Vice-President (Student and Employee Relations).

The adjudicator would act much as a judge in a court, overseeing the proceedings, and penalizing or exonerating the accused, as they see fit, according to specific guidelines.

Both parties in the hearing would have the right to appeal the adjudicator's decision.

If the victim is reluctant to participate in a hearing, they could take the report's third option, and submit a written complaint to the Vice-President.

The accused would then be informed of the complaint, and given a chance to respond to it in writing. Both the complaint and

See Discussion, page 4

## Contract negotiations failing...

**Greg Saville**

Striking picketers may greet York students next month if the labor dispute between York's unions and the administration is not soon resolved. Over 600 members of the 1,000 strong York University Staff Association (YUSA) voted an overwhelming 86 per cent in favour of a strike, last Monday and Tuesday, if mediation is not successful by the October 16 deadline.

Conciliation talks recently broke down and government conciliator John Dempster has scheduled October 15 and 16 for mediation talks.

York's Director of Personnel Services, D.J. Mitchell, recently stated "there is always a chance of a strike," but added that "the climate (during conciliation talks) has been much more constructive this year." President of YUSA, Karen Harell, told *Excalibur* that in spite of YUSA's wage demand of 12 per cent or \$1,375—whichever is greater—during the talks the university raised its wage offer less than one per cent, from 8.25 to 8.50 per cent.

It could be that the university is just testing to see how much support YUSA's president has with here membership," stated Board of Governors student rep, Peter Brickwood, "and the vote certainly indicates she has the necessary support."

There may be a new twist from the Canadian Union of Educational Workers which is the newly renamed Graduate Assistants Association. At press time the CUEW had just broken off its conciliation talks with the university administration. The CUEW and YUSA may act together.

"We're meeting with CUEW on Tuesday to discuss strategy," confirmed Harell, "and there is a possibility of joint action."

If YUSA and CUEW walked out on strike the result could include cancelled classes and closed libraries making it possibly the most serious in York's history.

Harell outlined YUSA's four main areas of concern as including:

- a demand for a wage increase of 12 per cent or \$1,375, whichever is greater—the university has offered 8.5 per cent.

- a demand for contract length to one year—the university wants to expand it to two years.

- opposition to any ceiling of sick leave days—the university has proposed a ceiling of sick leave days for employees and a restriction of six sick leave days per year for employees children and/or spouses.

- opposition to a university proposal regarding seniority and

job postings—the administration has proposed that employees who are exempt from membership in YUSA, such as secretarial staff in the personnel dept., should receive the benefit of seniority for new job postings.

## ...strike possibility looms

Conciliation talks between the university administration and the Canadian Union of Educational Workers have broken down, with the two sides far apart on all major issues. The 800 member union represents teaching assistants and part-time faculty.

According to Chairman Michael Michie, the CUEW has asked the conciliator to issue a "no-board report" which signals the end of conciliation, and gives the union the right to strike sixteen days later.

Nevertheless, the CUEW wants to return to the bargaining table for mediation, the last stage before strike action.

A number of issues separate the two sides. Among them are issues surrounding seniority.

The first, proposed by the university administration, limits the amount of courses per year which may count towards the seniority of part-time faculty members. Under the proposal, a part-time instructor teaching 3 or more courses in any year would be credited with only 2 courses for that year in calculating seniority.

According to a written statement by Bill Farr, Vice-President (Employee and Student Relations), the university administration wants "to prevent the concentrations of too many part-time teaching jobs in relatively few individuals in order to ensure fair

distribution of available positions."

No such clause exists in the current contract between the CUEW and the university.

The second issue is the university's desire to give

graduate students first preference for teaching posts.

The CUEW in a statement released Wednesday afternoon, claims that the university is trying to reduce the number of part-time faculty members.

"Our fight to preserve part-time faculty positions" it declares, "seeks...to help departments hire the people they want for the courses they want to offer...not to be forced to accept

see Wages page 4

### Mac steps in

## Bethune settlement reached

**Susan Kuhn**

As of Tuesday afternoon, Bethune College students need no longer fear the loss of their dining hall.

A final conciliatory meeting held last Friday has produced a settlement to what was fast becoming a "awkward situation" in the words of Fine Arts Dean Lawrence.

In the settlement outlined by University President Ian Macdonald, the Faculty of Fine Arts Graduate Theatre Program would be the main user of the facility, however Bethune College would be entitled to its use for Homecoming Day activities, Spring Convocation, and up to sixteen other major social events between September and June of the upcoming academic year.

There will be no construction of the originally planned dividing walls which would have

separated the hall into two areas. Instead, requirements for privacy will be met by the installation of appropriate curtains where necessary.

Also included in the provision of storage space in an adjacent locker area for props, equipment and furniture belonging to the theatre program. Maintenance of proper acoustical standards required by the program as well as protection of the "sprung floor" yet to be constructed have also been assured.

Dean Lawrence of Fine Arts was less than pleased by the decision of President Macdonald.

"In my mind this has not been a question of Fine Arts versus Bethune College. It is my responsibility to see that the minimum structural requirements of the Graduate Theatre Program are met in order for the

program to ultimately be successful. In my opinion, the provisions outlined in President Macdonald's letter do not meet these requirements."

Lawrence feels that the provisions for security and privacy fall short of those necessary to ensure the program's success.

In a very difficult reaction, College Master Grif Cunningham spoke collectively for the Bethune Community in saying that they were "unreservedly pleased" with the decision. In fact, the students voted overwhelmingly in favour of sending a letter to President Macdonald thanking him for his continuing understanding in the entire matter.

The Fine Arts department is now looking at the possibility of space in the downtown area for the 22 students registered in the Graduate Theatre Program.