

## York union to submit proposals on class size and retirement

# YUFA to enter negotiations despite controls

BARB TAYLOR

Despite provincial wage control legislation that limits pay increases in the public sector to five per cent, the York University Faculty Association and the Administration will soon hold contract negotiations.

YUFA, which represents York's full-time faculty members, has submitted proposals on class size, retirement, and other areas, and is waiting for the Administration to respond.

The union had requested a meeting any time after February 28, and according to Hollis Rinehart, Chairperson of the YUFA Negotiating Committee, Bill Farr, Vice-President of Employee and Student Relations, has "been rather tardy" in responding. In the last two years, settlements have been reached in May and June, but Farr says this year's negotiations "could get delayed because there isn't that much at stake."

Under Bill 179, the wage control act, compensation cannot be negotiated. According to Farr, "Any money or benefit that is paid to the employee in return for that employee's services" is considered compensation.

YUFA has proposed "ways to spend money for everyone's benefit but which are not compensation," says Rinehart. "This year, since we can't talk about money, we're using the opportunity to talk about other things such as conference travel."

"Funds which have been steadily dwindling" are conference travel and research grants, according to Rinehart. He considers these funds as "expenses of doing business like paying your staff to go to a conference." Farr concurs, "Presumably the employee asked to attend in the line of duty." In this area, YUFA is asking for a 100 per cent increase over 1976 figures.

Another non-compensatory area, according to both YUFA and the administration, is retraining. "The university is always talking about shifting people in the university. In order to do that the faculty must receive leave," says Rinehart.

Another larger university issue, says Rinehart, is retirement. "We're under fire for not having enough distinguished people around. They're just being let go thoughtlessly. There should be an opportunity for people to stay on if they're needed." Farr says YUFA is suggesting a review when professors

turn 65. "I really don't think what YUFA has proposed would be categorized as compensation."

The two parties have not agreed whether the class size issue should be classified as compensation. "The

proper group to decide is the department. Every department has its own procedures; they're not uniform and we think each department should decide on their own. What we don't want is some

Dean or Vice-President deciding," says Rinehart. "I think it has the potential to be interpreted as compensation," says Farr of the YUFA proposal.

YUFA is also negotiating an

increased grant for the York Daycare centre. Rinehart stated that these funds would be used to cover the major expenses of the centre which are the rent and cleaning charged by the university.

## Connection struggling for higher profile

IAN BAILEY

The services of the Campus Connection are not being used, and after spending a year and a half in limbo, York's peer counselling service is struggling to build a higher profile, says co-ordinator Susan Higgins.

"Our highest priority is building visibility on campus so that students will be aware of and use the service," says Higgins who sees the Connection as a support service for students who are lonely, alienated, or facing a problem not severe

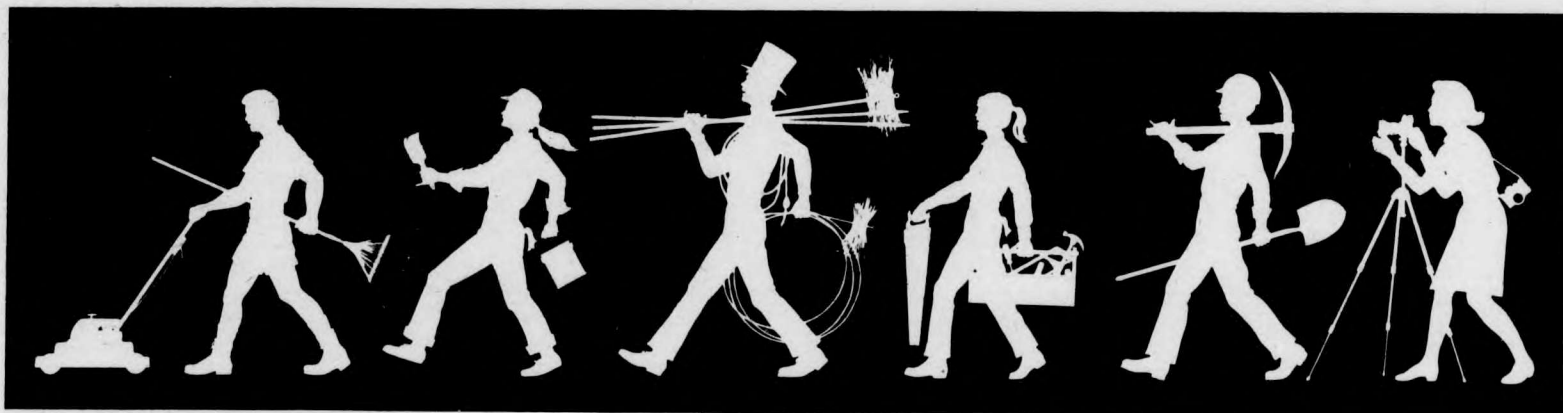
enough to warrant professional attention. The service also acts as a referral agency and has established a liaison with the Counselling and Development Centre and its professional therapists. "We don't claim to be, or want to be professionals," says Higgins. "Our main aim is to function as assistance for peers. We want to be known as an approachable, supportive group."

Campus Connection was once called Harbinger. It folded and returned a year and a half later in April 1982. Karen Stewart was the

co-ordinator until November when she was replaced by Higgins, formerly a volunteer.

The service is operated by 20 volunteers who undergo training to familiarize themselves with subjects they are likely to face in their duties: birth control, drug abuse and venereal disease. The volunteers come from a wide range of faculties. "We don't feel that psychology students are the only people who can be compassionate," she says. "We look for people with humane attitudes."

According to Higgins, the psychological problems people face at York are mainly related to the sterile physical structure of endless concrete. "The design and size of the campus alienates students," she says. A lot of people question how they can fit into such a large campus - especially first year students. There is a lot of loneliness on campus that relates to its (York's) geographical problems which is why we feel the Campus Connection is an important organization for students to meet and discuss what's concerning them."



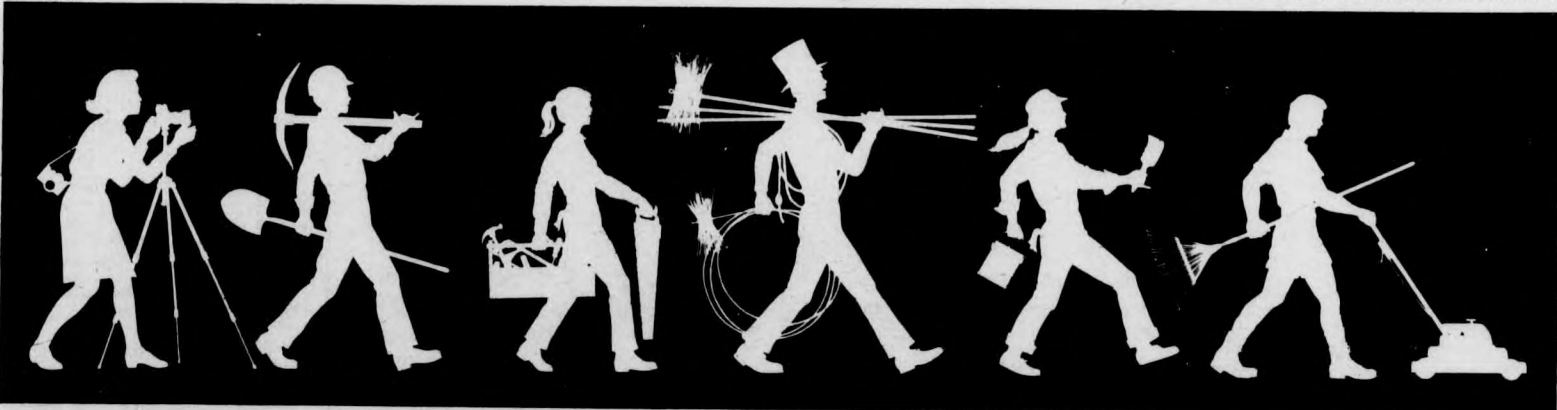
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