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Faculty contract stalled

John Molendyk

With the breakdown of contract negotiations and subsequent conciliation, the York University Faculty Association could strike legally May 1, at the end of its current agreement.

A special meeting of the YUFA membership on April 7 called on university President H. Ian Macdonald to take personal charge of the administration's negotiating team, and decided to take strike action "should it be necessary to achieve a just and speedy settlement."

YUSA is seeking:

- An 11 per cent cost of living raise
- A 5 per cent "catch up" adjustment to provincial wage levels
- A 2.8 per cent "career progress increment" (an annual increase awarded for continued teaching). The administration is offering:
- A 6 per cent cost of living increase
- A 1.5 per cent "merit increase" in place of the "catch up" increase
- A 2 per cent career progress increment.

According to YUFA Chairperson Howard Buchbinder, "The administration is not taking the negotiations seriously." In a

letter to Macdonald this week, Buchbinder expressed YUFA's "great concern" over the recent failure of contract talks.

Buchbinder indicated in his letter that YUFA hopes to settle quickly and avoid what he called "The standard administration pattern: protracted negotiations with a settlement achieved only in the final hours before a strike."

The letter states YUFA's contention that the administration has an essentially uncooperative attitude towards the negotiations. YUFA is, "concerned that Vice-President Farr and your negotiating team were uninstructed and operated in a vacuum, and that in such circumstances no settlement is possible."

Vice-President of Employee and Student Relations Bill Farr, who heads the administration's negotiating team, called the YUFA demands "unreasonable."

"When you include items like conference travel and other fringe benefits, the YUFA package comes out to 23 per cent," he said. The administration has offered a 9.25 per cent raise over all.

Farr said the administration "always negotiates seriously."



Daphne Hocquard begins her research on Miller's 'After the Fall'.

CYSF's Lyceum loses \$6,000

Aimee Leduc

The Council of the York Student Federation's Lyceum used book store lost about \$6,000 this year, according to acting CYSF Business Manager John Hyland. Nevertheless, Hyland remains optimistic about the store's viability.

According to Hyland, it will be difficult if not impossible to determine just how much of the money the Council can expect to recover. A lot of the funds were spent on books, and, "there's no way of telling how much the books cost. All they did was buy a bunch of books and throw them in the store," he said.

Hyland also told *Excalibur* in a Monday afternoon interview, that since September of 1980, "Salaries were dangerously close to, if not exceeding total sales," for three months. He likened the situation to "subsidized wages."

He also revealed that MacGillivray and Co., the council's auditors, were unable to complete their examination of the bookstore, because the value its inventory was unknown.

Despite the bookstore's checkered past, Hyland insists, "It can be a great place if it's run properly."

To do that, Hyland, working with acting Lyceum Manager John Watson, is "trying to clear out the obsolete stuff, to help finance future inventories, so that by next September we'll have a whole new Lyceum." He plans to diversify the products that Lyceum sells. "We want to find things that aren't being sold on campus," he explained. "It's still at the embryonic stages, but we're looking at records, while keeping the cards and posters."

The introduction of record albums to Lyceum is a proposal being put forth by Howard Hacker, Co-Manager of the CYSF's successful Reel and Screen film series. He sees three merits to the plan which he will put before the Council formally at its April 13 meeting. "Records would make the store more visible," says Hacker. "They generate revenue when book sales are down, and they're not conveniently located for people who spend a lot of time on campus."

Informal discussions with members of the Council have had mixed results so far, he said.

Boyd to leave in September

Dismissal sparks wide concern

Jonathan Mann

Terry Boyd, Director of York's Advising Centre and lecturer in the division of humanities, has been notified that his appointment will end next September 30.

While Boyd is one of about 10 Faculty of Arts instructors who is being let go, it is his dismissal that has caused the greatest concern in the university community.

Boyd, one of the founders of the Advising Centre, has been at York since 1973. On November 20, 1980, he was informed by Dean of Arts Harold Kaplan that he would lose his job.

"Then I didn't hear anything for two months," he said. "We filed a grievance on the basis of the Dean's statement. They ruled on January 26 that since it was verbal, there could be no grievance. On January 27, I received formal written notice."

He quickly filed a second grievance, which according to York University Faculty Association Contracts and Grievance

Committee Chairman Paul Craven, "is waiting in line for a hearing before the internal joint grievance committee."

Because he has been employed as "Administrative Faculty", dividing his time between teaching and administrative duties, Boyd is not eligible for tenure.

Boyd, a former Senior Tutor at Vanier College, "is an excellent teacher and super administrator," according to Brayton Polka, Associate Professor of Humanities and History, one of a number of faculty members who have been active on Boyd's behalf.

According to Polka, "The manner of the dismissal is totally outside the bounds of any acceptable employee-employer relations." He argues that because Boyd's period of employment will end September 30, "It makes it virtually impossible for him to secure employment in an academic setting."

Also objectionable to Polka,

"The Dean consulted nobody," in deciding to end Boyd's appointment.

Kaplan refused to comment on this allegation. "I'm not keen on getting involved in a discussion of any of these instances," he said, in reference to the ten dismissals. "If the Faculty (of Arts) Council would request a list of procedures, I would be happy to respond. Making, renewing and terminating contracts are a Dean's decision. I'll take the credit and the blame," he told *Excalibur* Wednesday afternoon.

Critics of the dismissal also state that Kaplan has not fully explained the decision. According to Polka, "Dean Kaplan has given no reasons that wash."

Kaplan explained the move in terms of changing priorities. In recent years there have been "phenomenal increases in certain areas—economics and computer science, for example," he said. "It seems important that we try to move some more resources into

these areas. There's no Santa Claus. No one's going to come and give you money to do these things. Some times...you end up dismissing qualified people."

John Elias, a third year student majoring in philosophy, has lobbied extensively for Boyd's retention. After conversations with Kaplan, university President H. Ian Macdonald, Vice President (Academic Affairs) Bill Found, Humanities Chairman Hugh Perry and Vanier Master Michael Creal, he said "We're hitting our heads against the wall."

"We would like to know the grounds for the dismissal," he said. "Isn't the Dean accountable to the university, to the students?"

Elias has collected the signatures of some 75 students on a petition which calls for the renewal of Boyd's appointment.

Argo tickets

See back cover.