

UNIVERSITY NEWSBEAT

Prepared and paid for by the Communications Department, S802 Ross, 667-3441

The CUEW Strike: The President Reports

by President H. Ian Macdonald

In the York Gazette of July 17, 1981, I reported to the York University community on the financial pressures facing Ontario universities, including York. We experienced a substantial operating deficit in 1980/1981, and are operating again at a deficit in 1981/82. Although we have a large increase in student enrolments this year, and our deficit will be less than previously feared, the increased enrolments have also naturally entailed some increased expenditures, resulting from the cost of mounting additional course sections and groups.

In my Gazette report, I called on the York community to recognize that our problems spring from the underfunding of the Ontario university system, a condition which we have experienced with increasing discomfort for several years. Recent events at the provincial and federal/provincial levels have made it even more difficult for Ontario universities to plan with any assurance of adequate support for the requirements of students and academic programs and for the legitimate expectations of our employees. It is simply not possible to support properly the many reasonable and desirable objectives of this University and its members in the face of inadequate resources and future uncertainties.

The current strike by CUEW is a manifestation of our underfunding problem. The University has made great efforts to reach a settlement with CUEW that is financially and academically responsible, and which meets legitimate concerns of part-time faculty and Graduate Teaching Assistants without creating uncontrollable future commitments. We must try to make settlements which do not jeopardize the maintenance and enhancement of existing programs, the development of new teaching and research efforts, or the jobs of existing full-time employees. When CUEW broke off the mediation sessions on Monday morning, the University's negotiators were attempting to address the concerns to which CUEW has publicly attached importance. Below you will find set out the text of several of the important elements of the University's offer to CUEW. We have indicated yet again to the provincial mediator our willingness to continue the mediation, and we hope that CUEW can decide speedily to do so as well.

It is regrettable that students and York employees have had their work and lives disrupted by this strike. The University cannot responsibly end that disruption by simply giving in to all the demands of the CUEW strikers. I can assure you, however, that we will do all that we can do to reach accommodation with the union. I want students to know, too, that we shall, with the cooperation of the Senate, strive to ensure that

any academic disadvantage to them as a result of CUEW's strike is minimized.

CLASS SIZE: part-time faculty and teaching assistants

The University and the Union agree upon the objective of maintaining class sizes and formats conducive to pedagogical soundness.

Commencing with postings and contracts for Autumn/Winter 1982/83, projected course enrolments established by the University shall be set out in Course Director position postings and employee contracts. Commencing with Autumn/Winter 1981/82, when actual official enrolments in a course as of the official count dates exceed 50, then upon request, assistance with the excess enrolment shall be provided to the Course Director in the form of at least marker/grader assistance.

The University shall convey to Tutors/Demonstrators at the time of hiring the anticipated enrolment of the group for which the Tutor/Demonstrator will be responsible. If the actual official enrolment as of the official count dates exceeds the anticipated enrolment by more than 10%, the Course Director shall, at the Tutor/Demonstrator's request, meet to review the nature of the work expected of the employee in order to maintain a total workload consistent with that entailed by the anticipated enrolments.

(Graduate Teaching Assistants already have workload protection under the terms of the 1980/81 Agreement, and this protection is to continue.)

RATES OF PAY

Graduate Teaching Assistantship: \$4,400 (13.6%)
Course Director: \$5,028 per course (13.2%)
Tutor 1: \$1,678 per group (13.2%)
Tutor 2: \$1,800 per 3 labs (13.2%)
Tutor 3: \$11.25 per hour (12.5%)
Tutor 4: \$11.25 per hour (12.5%)
College Tutorial Leader: \$1,915 per group (15.4%)
Tutor 6: \$1,676 per group (13.2%)
Coach (Fine Arts): \$13.50 per hour (12.5%)
Instructor (Education): \$1,676 (13.2%)
Writing Workshop Instructor: \$5,028 (13.2%)
Writing Workshop Assistant: \$11.25 per hour (12.5%)
Computer Services Adviser: \$6.30 per hour
Team Lecturer: Course Director prorated.

ASSISTANCE TO GRADUATE STUDENTS

(1) Thesis Production: Upon request by any full or part-time York graduate student who is a member of the bargaining unit or who has been a member of the bargaining unit prior to September 1, 1981, and who has

successfully defended his/her thesis/dissertation at oral examination subsequent to September 1, 1981, the University shall grant such an individual \$50 towards the cost of production of the final form of his/her Master's Thesis or \$100 towards the cost of production of the final form of his/her Doctoral dissertation, on receipt of an invoice showing the receipt of an invoice showing that the student was charged at least those amounts for such production. (2) Tuition Fee Rebate: The University agrees that all graduate students holding at least a full Teaching Assistantship in the year ending August 31, 1982 will receive a tuition fee rebate equivalent to the 1980/81 to 1981/82 increase in tuition fees corresponding to their student registration status as of November 1, 1981, to a maximum of \$120.00 during the academic year 1981/82. Graduate students employed for less than one full Teaching Assistantship shall receive a rebate prorated to their fractional appointment.

RESEARCH FOR PART-TIME FACULTY

The University agrees to establish a fund of \$8,000, to be administered by the Office of Research Administration, to support research and professional travel grants for part-time faculty members of the University.

WITHDRAWAL OF POSTINGS; CANCELLATION OF APPOINTMENTS

The University may withdraw a posting for which there are no qualified applicants at any time after the period of obligatory posting (normally at least three weeks). Where there are qualified applicants, the University may withdraw a posted position before a written offer of appointment is made, up to:

(a) for Course Director, Tutor 5, Team Lecturer, Writing Workshop Instructor, and Instructor (Faculty of Education) — four weeks prior to the commencement of classes

(b) for Tutor 1, Tutor 2, Tutor 6, and Coach (Fine Arts) — three weeks prior to the commencement of classes

(c) for Tutor 3, Tutor 4, and Computer Services Advisers — two weeks prior to the commencement of classes

(d) for all other positions — four weeks prior to the commencement of classes.

After these dates (and where there are qualified applicants), a written offer of appointment shall be made. The requirement for posting of a position shall

delay the appointment dates set out above only to the extent necessary to comply with those posting requirements. When an appointment which has been offered in writing is cancelled for reasons of insufficient enrolment in the course in question, and no equivalent position is found for the employee, he/she shall receive as compensation one-eighth (1/8) of the salary for the position. When an appointment which has been offered in writing is cancelled for any other reason, and no equivalent position is found for the employee, he/she shall receive as compensation one-quarter (1/4) of the salary for the position. If an appointment is cancelled and no equivalent position is found for the employee, that employee may accrue seniority as per Article 13.06 (Leaves), provided that the employee is qualified under 13.06.

The University shall not cancel an appointment and have those duties performed by non-CUEW bargaining unit members.

In addition, during mediation CUEW dropped its demand for guaranteed complements, and the University dropped its proposal for limits on the extent to which individual CUEW members can utilize accumulated seniority to acquire multiple assignments.

"Slowly I turned..."

AGYU shows photos of Niagara Falls

A suite of 35 photographic images on the theme of Niagara Falls is on view at the Art Gallery of York University through November 13. Well known photographer Brian Condron spent three summers at the Falls taking over a thousand photographs, from which the 35 were selected for this exhibition entitled "Slowly I turned..."

With a searching and wryly humorous eye Condron exposes the many ironies and duplicities of a multi-million dollar business that exploits both nature and human weaknesses alike. His camera observes, comments on, and also delights in the crazy circus of the 20th century pleasure seeking against a background of elemental

timelessness.

Brian Condron's "Slowly I turned..." with 35 duotone reproductions and an introduction by Lilly Koltun will be published in book form by the Art Gallery of York University for sale of \$10 from the Gallery and selected bookstores.

The Art Gallery is located in N145 Ross Building.

York-Laval sponsor exchange

The Faculty of Administrative Studies' York-Laval exchange program has been combining language learning with business training for the last ten years. It is the only formalized program of its kind in Canada.

Initiated by the faculty's founding dean, James Gillies, the program seeks to familiarize BBA and MBA students with business communities outside their own province.

"In a bilingual and bicultural country you have to be farsighted," says economics professor Klaus Weiermair, who

coordinates the program. "Many firms that operate in Quebec find that there is now an insistence on French."

The students are chosen on the basis of their knowledge of French and their overall scholastic achievement in the first semester. They follow a French immersion course in Quebec City, and are then placed in business or government for summer employment. In the fall, students begin regular courses at Laval for one semester.

As of two years ago MBA students who complete a year at

each institution are eligible to receive a joint degree from both York and Laval. Not yet widely publicized, the joint degree will be officially inaugurated in November with representation of government and business taking part.

Many of the graduates find employment in the public sector, foreign service and international trade, while others have stayed to work in Quebec.

This year 18 students from York and Laval are participating in the exchange program.