

## Union to be formed

TORONTO (CUP) ---- The Graduate Assistants Association of York University is seeking certification as a bargaining unit for graduate and teaching assistants, and the York administration has come up with some strange arguments to oppose the bid.

At a hearing last month before the Ontario Labour Relations Board, York's Personnel director opposed certification on the grounds that Graduate assistants "learn from their work" and are "essentially students" who should not be eligible for bargaining rights.

According to GAA organizer Mark Golden, the GAA response was to put students on the stand to testify "yes they do work. They get paid for their work, And if they didn't work they wouldn't get paid" to establish that an employer-employee relationship did exist.

Sid Elson, The Dean of the College of Arts, was caught in a dilemma when he was placed on the stand and had to admit he also learned from his work.

The certification procedures continue, and Golden says that as soon as they are finished the GAA will go after its first contract.

Most Graduate and teaching assistants at York receive \$2500 annually for research, tutorial, instruction, marking papers, and other work similar to that of faculty.

The average annual salary for faculty, all ranks was \$17,577 for 1973-74. The average for all male faculty was \$18,265, while women received an average \$14,161.



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