

## \$1-million at issue as YUFA hits the picket lines

By LAURA LUSH

York President Harry Arthurs told reporters in a press conference late Tuesday afternoon that although the York University Faculty Association's (YUFA) wage demands are legitimate, the University doesn't have enough funds to "pay our faculty what they should have."

Arthurs' statement was delivered well into the first day of York's first strike by the 1,100 full-time faculty and librarians in the University's 25-year history.

In strike votes last Thursday and Friday, 322 members of the bargaining unit voted in favor of a strike. YUFA chairman Hollis Rinehart said a total of 609 members were on hand for the vote, making it the "largest turnout ever,"

compared to May, 1982, when 58% of the bargaining unit attending a voting session.

Despite a series of lengthy talks beginning October 2, negotiations broke down early Monday morning, when the two parties were divided by a mere two percent on one of the main issues, wage compensation. At the end of talks on October 2, agreement was reached on the other main issue of mandatory retirement. YUFA had been calling for an immediate end to mandatory retirement, but settled for the Administration's proposal to set up a Joint Committee on Retirement Policy to resolve the practical issues first, like salary structures and leave and layoff policies that would arise out of ending mandatory retirement. In return, the

Administration said it would reinstate the three faculty members who turned 65 this year, and who are taking the University to court for violating the new Charter of Rights that says you can't discriminate by the basis of age. The Administration is hoping that the Joint Committee will be able to resolve the issues of mandatory retirement by the January 15 deadline, and before the court hearing.

Close to \$1-million separates the two parties in the contentious issue of wage compensation. Rinehart told reporters after a YUFA information session on Monday that "the Administration have not given us what we think is fair." However, both parties had made concessions by lowering their offers and demands slightly,

and YUFA had settled instead of a one-year contract for the Administration's proposed two-year contract.

Vice President of Finance and chief negotiator for the Administration Bill Farr told reporters on Monday that YUFA's demands stood at 8.95% in the first year, plus a guaranteed average of the provincial system in the second year, plus one percent. The Administration is offering about 7.35 percent in the first year, including benefits, and the average of the university system in the second year, plus .7.

When Rinehart was asked whether he thought the two percent compensation gap was worth going on strike for, he said, "This strike is about priorities—the Administration has made it quite clear that they have the funds, but they choose to spend it on other things, like buildings.

Howard Epstein, Executive Director of the Ontario Colleges and University Association (OCUFA), that represents all faculty associations in Ontario, said the two percent gap, accumulated over a professor's lifetime, means an overall difference of \$50-60,000. "It works out to about \$1,000 a year, plus interest," he added. Epstein, who taught at Osgoode Hall Law School in 1978, also added that because most professors don't start teaching until their 30s, their "life earnings become very important." The average tenured York professor makes \$45,000 a year.

Rinehart was adamant that YUFA's wage demands are justified because the Administration received more money in provincial grants this year due to the increase in student population. Figures from an Administration memorandum cite an expected increase in government grants amounting to 8.4%. However, Arthurs explained that York's per capita spending was second lowest in the province. In comparison to other universities in the province, York receives a per capita funding equal to 79¢ on the dollar. Farr pointed out that if the University of Toronto's per capita funding was as low as York's, they would be "\$50- to 60-million in debt."

While Rinehart said, "This strike is a symbolic expression of the Administration's attitude towards us, which is a direct affront on our dignity," Arthurs said the strike "is about money." Arthurs stressed that they don't have enough funds to provide extra space, research, financial aid, books, and to pay faculty. "It is a difficult juggling act," he said, which at "this point (we) are not ready to balance." Arthurs said that "giving the union what they want would be "foregoing other areas of the university," and therefore "risking the quality of education at York."

Rinehart charged the Administration with "taking revenue from the operating budget and transferring it to capital expenditures, such as building renovations." Because faculty wages are taken from the operation budget, he said the union's wages were being sacrificed, taking second place priority to building. In response, Farr disagreed strongly, saying that "money comes from the provincial government and student fees without tags on it saying it's the faculty's." In trying to clarify the discrepancy, Arthurs said the "whole capital issue" is being misinterpreted. He explained that the existing debt, which amounts to about \$4.5-million, is being amortized over a 10-year period, to provide "a blend of capital and interest over a period of time." Farr said that the \$4.5-million capital debt is going towards such demands as paying off debts to the West Office Building and the newly-completed Lumbers Building, and renovations to the Scott Library. "We're improving building," Arthurs said, because of demands by students, Deans, and the faculty for more facilities.

OCUFA president Bill Jones said that he sees the faculty strike as "an inevitable consequence of a decade of underfunding," adding that "it's a bigger situation than the one here at York." He said he understands the administration's funding predicament, but said they should do more fund-raising and lobbying. "The new government has promised more money," he added.

Arthurs recognized that York's labor troubles are largely a result of the University's poor per capita funding system. He explained that in the 1970s, the provincial government

cont'd on p. 11



**POUNDING THE PAVEMENT:** YUFA picketers took to the entrances of the University last Monday, to protest what they feel is the Administration's unfair bargaining stance.

## License could pull CJRY out of stone-age

By BRADY HASKELL

Radio York Station manager Robbie Sheffman says CJRY obtained incorporation this year, partly so that it would be free of the "low blows" he claims the station has been dealt over the past few years by the Council of York Student Federation (CYSF) administrations.

Sheffman says the current CYSF administration has been more professional and coopera-

tive in its dealings with CJRY, than past councils. The council has been particularly cooperative in helping the station achieve incorporation, which has effectively separated the two institutions.

As an example of past problems with the CYSF, Sheffman cites an incident two years ago when the council slashed the radio station's budget from a promised \$14,000 to \$3,900.

The decision to seek incorporation was made independently by the station last spring, especially so it could independently manage a larger budget. CJRY hopes that this larger budget will come from a student levy, supported overwhelmingly by students in a 1984 referendum. However, the station has also had to act on guidelines for an improved management structure, laid out by Provost Tom Meininger. This has meant a new constitution for the station and a board of directors comprised of faculty, alumni and station staff.

Before funding can occur, the university's Board of Governors (BOG) must approve the new management structure and, according to Meininger, a legal agreement must be made between CJRY, the administration and the BOG. Sheffman emphasizes that "nothing was guaranteed from the start" but he is more optimistic now due to a letter he received from Meininger which states his authorization of the immediate release to Radio York of 20% of its projected funding for this year.

Any money the station receives will first be allotted to the replacement or improvement of what Sheffman calls "neanderthal equip-

ment." "We do some pretty amazing things with the ancient hardware," he adds.

Currently the station is available to most of the campus via closed circuit and sometime in the future Sheffman hopes for an FM license. This he believes would solve the problem of distribution which has so far prevented Radio York from gaining wider recognition as a "viable operating stations."

## CUEW settles

By SUSAN SPERLING

On October 3 at 4:30 a.m., the Canadian Union of Educational Workers (CUEW) reached a tentative settlement with the administration of York University.

In order for the settlement to become official, it must be ratified by the general membership of CUEW at an upcoming ratification meeting.

No details about the settlement can be released until CUEW membership has been notified, but Steve Strople, CUEW's chief negotiator, told *Excalibur* "It's a good settlement." He added "the negotiating team and the executive are recommending acceptance by membership at the ratification meeting."

According to Strople, the settlement contains a number of breakthroughs on new issues as well as improvements and gains in existing provisions of a collective agreement.

The ratification vote will take place on October 17 between 5:00 and 9:00 p.m.

### i n s i d e

Picket update	p. 3
Foreign students	p. 5
Grab Bag	p. 6
CYSF & strike	p. 8
21st century	p. 12
Small press	p. 14
Beam me up	p. 15
Red Queen	p. 18
Pigskin	p. 19
Edo on ice	p. 20