

The Gateway

The University of Alberta Students' Newspaper Since 1910

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Pay plan problematic

by Lisa Hall

University president Paul Davenport rejected a proposal to delay the raise-cuts for certain non-academic staff on Friday. The proposal, given in a report from the Pay Equity Review Committee, recommends that such employees remain on their current pay scale. The new lower pay-level would be introduced only when a position was taken over by someone new. Davenport said that the University's difficult budgetary circumstances are responsible for his decision.

Davenport held a news conference on Friday giving his response to a report released by the review committee. The committee was formed last spring after tension arose when details of a pay equity plan for non-academic staff were announced.

According to the plan, some staff were slated for pay increases, some were to remain at the same level, and others, who were "red-circled", were to have their future raises cut to a lower percentage.

Many staff rejected the new pay scale, and last spring a Board of Governors meeting was interrupted by 80 angry employees who wanted to express their concerns.

Former president Myer Horowitz decided to implement the part of the plan which gave raises for the 1989-90 year, but to hold off on the cuts to raises until the matter could be reviewed. The Pay Equity Review Committee was formed to evaluate the situation. The committee gave their recommendations last week, which included the proposal Davenport said was unacceptable.

The committee recommended that after a second job evaluation was done of the 820 employees who appealed the first evaluation to "grandfather" those positions which remained red-circled. This means that red-circled employees would stay at their current pay level, and only when a new employee took over the position

would the new pay level be brought in.

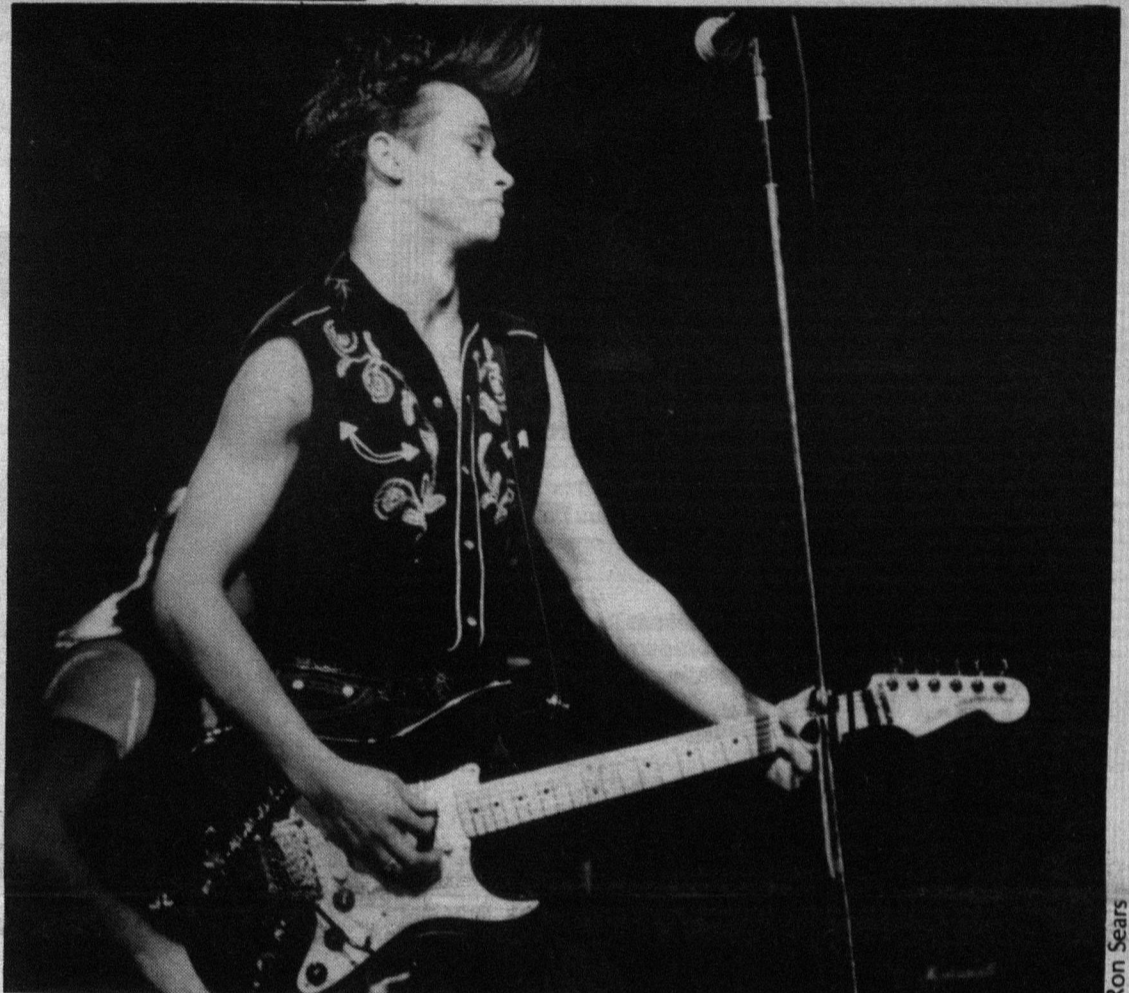
Davenport said that the University would have to cut funding in other areas in order to let the red-circled employees continue for a lengthy period of time at their present pay scales. "I note that the committee did not consider budgetary matters to be within its mandate, and therefore made this recommendation without reference to its cost, or to the impact of the University deficit and other priorities," said Davenport in a letter to the committee.

The cost of implementing the raises which were given in the pay equity plan was \$1.3 million. The raise-reductions would have saved \$500,000 if they had gone through, but because they didn't, the University is spending unplanned-for dollars to keep the red-circled employees at their current pay levels.

Davenport plans to solve the problems at the next Salary Agreement negotiations with the Non-academic staff association (NASA), which commence in January. "The negotiations will be relevant to the salaries for the 1990-91 year," said Davenport.

The president of NASA, Anita Moore, said that NASA executive had not had a chance to meet and discuss neither the details of the review committee's report nor Davenport's response to it, but said they planned on meeting within the next few weeks. Moore did say however that she was happy that the university administration had committed itself to better communication with NASA while decisions were being made.

Meanwhile, a committee has been formed to oversee the appeals of those employees who felt they were evaluated unfairly in the pay equity plan. Positions that were appealed range from building service workers to computer operators to secretaries. Davenport hopes all appeals can be heard and reclassified by June of 1990.



Ron Sears

Diesel fuels Bear Country

Johnny Diesel and the Injectors were one of the bands to entertain a crowd of 3500 people at Bear Country Saturday night.

GSA meets to discuss requests

by Shelby Cook

A meeting of the Graduate Students' Association was held last Monday to set a list of requests which the group wants to be accepted by the university administration before contract negotiations commence.

Stephen Downes, GSA President, said the graduate students are "now starting to get an agreement from the U of A, making clear what rights to negotiations are there."

The GSA decided on three key things needed to improve working

conditions for GSA members who work for professors.

Firstly, independent, neutral, and binding arbitration is a request. The grads ask that neutrality be important in making decisions concerning them.

Secondly, an independent, neutral, and binding appeals mechanism is requested. The graduate students want their appeals to any administration decisions to be heard fairly.

Finally, they ask for recognition of the GSA as the official agent

representing graduate students.

These requests will be reaching the Board of Governors. A decision is expected before December 1. Depending on the decision of the U of A administration, the grads will be proceeding with their goal of achieving fairness for students in the faculty.

According to Downes, if the university administration accepts the requests, then negotiations will commence. If the requests are rejected, then it is the intent of the graduate students to unionize.

Main campus drag to close for LRT construction



Renee Baril

In January, to make way for the LRT, 89th Avenue will be ripped up and buses rerouted.

by Nick Beaumont

Students who come to the U of A via Edmonton Transit can look forward to a longer hike from the bus stop come January.

Work crews begin tearing up the university bus loop on 89 Ave to make way for a new LRT station.

While the construction may put a kink in some students travel schedules, university official Elizabeth Dechert is hopeful it won't cause any major disruptions.

The U of A Planning and Development spokesperson says a temporary bus loop will be located on the northeast corner of the Jubilee Auditorium parking lot. This will also take up fifty Jube parking stalls, she said.

During construction, slated to start January 22, Dechert says pedestrian traffic will still move relatively freely. Temporary sidewalks will be put in and only half of the road

surface will be torn up at one time.

The site of the LRT station will stretch west from the south entrance of HUB to the bus shelter on the south side of the bus loop.

Rod Heise, project manager for the southern portion of the LRT, says there will be two main concourses once the station is finished. The western concourse will be accessed by two sets of stairs, one in front of the Dentistry/Pharmacy Building and another to the north of the Education Building. Access from the retail level of HUB will be accomplished through a new pedway connected to a set of stairs leading down to the eastern concourse of the station.

Heise added that the new station, expected to open in the fall of 1992, will increase ridership of the LRT by seven to eight thousand a day.

Beer makes people smarter. It made Bud wiser.