

## Board-Faculty sign contract

by Paul Clark

The collective agreement between the Dalhousie Faculty Association (DFA) and the Board of Governors (BOG), which was ratified last week, was signed this Monday, said Michael Cross, chief negotiator for the DFA.

The contract is effective from July 1, 1978 to June 30, 1980 and comes after nearly a year of negotiations.

There are 33 articles in the contract, among which include ones for "Academic Freedom", "No Discrimination", rights of the DFA and the BOG, "Appointments and Re-Appointments", "Professional Ethics", "Duties", "Teaching", "Financial Constraint" and "Exigency", "Grievance and Arbitration", "Salaries", and "Strikes and Lockouts".

The purposes of the agreement, as stated in the contract, are "to set out terms and conditions of employment for members of the bargaining unit, which . . . will promote academic excellence . . . ensure equity in the treatment of members . . . including means for settling differences which may arise from time to time between the Board and the members".

The contract provides for a "Committee to Administer the Collective Agreement" and a "Grievance Board". Matters not resolved by the Grievance Board may be "submitted to arbitration" and provisions for the formation of an Arbitration Board are included.

Article 11 refers to hiring, employment conditions and other matters affecting "Professional Librarians", and serves to enact the "Library Systems Appointments Committee".

Faculty members are to receive a 6.5 percent pay increase for the first year of the contract and five percent for the second year, paid retroactively where necessary. There is also a "Career Development Increment" which amounts to a payment

of \$800 for the first year and \$850 for the second year to be paid to each member.

The salaries are to range between \$15,086 for a first year lecturer and \$44,034 for a full professor who has taught a maximum number of years. Members of the faculties of law and medicine receive extra stipends.

Cross said among the major innovations in the contract was in the area of financial "constraint and exigency", that is, what happens when the "big crunch comes".

These articles stipulate a number of measures to be taken preceding a reduction of salaries and the "lay-off and termination of the employment".

Cross also mentioned several areas of the contract he termed "quite sophisticated", including the articles on discrimination, management rights and professional librarians.

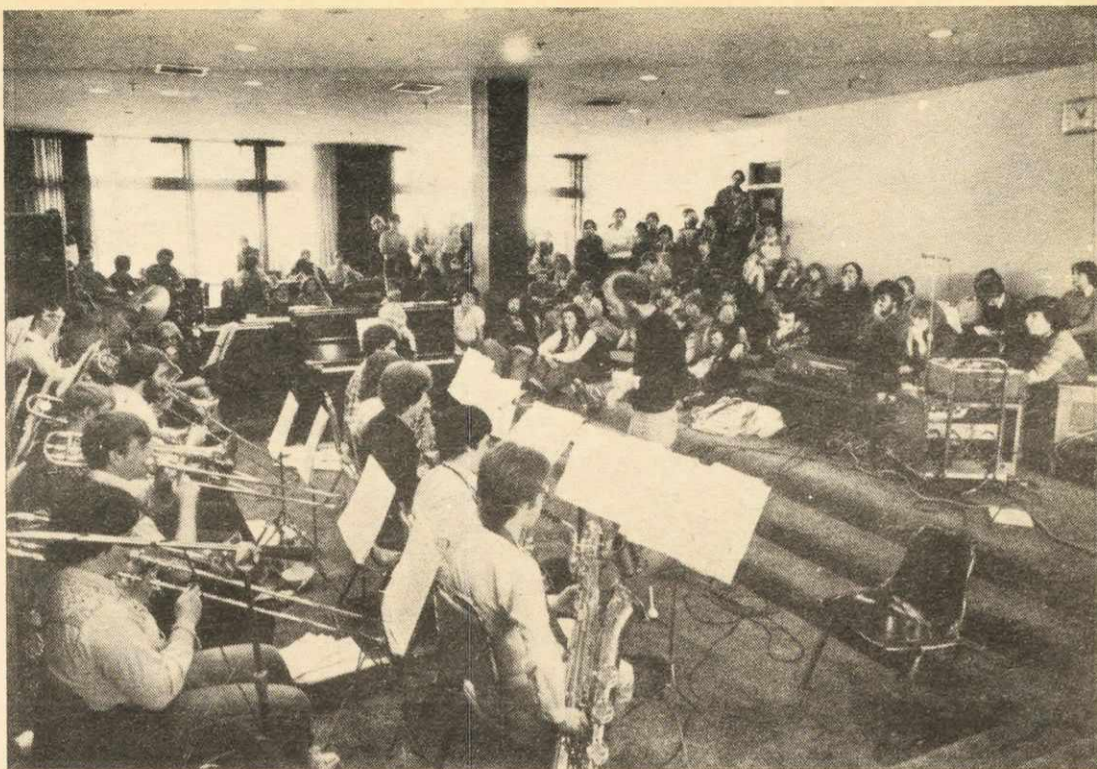
Cross said the contract is a legal document and two copies have been submitted to the Minister of Labor. It now comes under the jurisdiction and protection of the Trade Union Act.

Asked to respond to charges by John Graham, a Senate member, and others that the contract was encroaching on the powers and responsibilities of the Senate, Cross said this Monday afternoon he had met with the Senate Liaison Committee to see how the Senate's interests were protected.

He said they found "no conflict of interest, no diminishment of power" of the Senate.

"That issue is a non-starter", he said, "dredged up by people who are simply anti-union."

Regarding charges that the freedom of faculty members was being violated by having to pay dues even if they were non-union members, Cross cited clauses which permitted members to make religious and conscientious objections



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Dal Photo Patrick

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to such payments.

When asked if he thought article 24 on "Financial Constraint" would lead to tuition increases, Cross said the DFA had gone on record opposing tuition hikes.

He said he thought there were a number of alternatives for increasing financial revenue in addition to increased tuition.

Students, he said, were not directly involved in the contract negotiations.

"These were faculty negotiations."

He pointed to areas in the

contract he thought beneficial to students, including the specification of teaching as a "primary responsibility" of faculty members and the "non-exploitation" article.

Cross said negotiations for a new contract to follow this one would probably begin in early April, but they wouldn't be as extended as the previous ones.

He said the present contract was originally to last longer than June 30, 1980, but the BOG changed their minds at the last moment.

The Faculty Association, in

some form or other, has been in existence since 1951, said

Cross, also a member of Dal's History Department. Two and a half years ago informal collective bargaining began, but this was rejected by the University.

In the spring of 1978 the DFA was unionized and serious bargaining could begin under the auspices of the Trade Union Act.

Cross thought close to a year of negotiations was an "average length of time" for a first contract of this nature.

## Committee drops plans to alter senate

by John DeMont

An ad hoc committee made up entirely of Dalhousie Senate members, decided on Monday to discontinue their efforts to alter the composition of the Senate. Two previous moves had been defeated, including one last week, when the 141 votes necessary for approval were not obtained.

The main objective of last weeks move according to committee chairman Dr. John Graham was a re-organization of the the Senate membership. The Senate presently includes; all department chairmen, all full professors, a group of elected staff members plus the university President and vice-presidents.

The emphasis of the Committee's report was placed on having the majority of Senators elected rather than appointed. An excerpt from the report said; in short, all individual members and institutions should have the op-

portunity to contribute, on a regular basis, to the definition of the common purposes of the institution as a whole as well as to the conduct of their particular areas of responsibility.

The Senate, as stated under the University statute, is responsible for the academic policy and internal regulation of the university.

Results of the referendum were 119 in favor and 48 opposed. Under normal circumstances this would be enough for a majority, however, as Dr. A.J. Tingley, the Senate secretary, explained, a change in the composition of the Senate must be approved by a majority of all Senators not merely a majority of those present. Dr. John Graham said over one third of the Senate were absent from last weeks vote, but this could be attributed to a number of reasons, including the particular Senators wish to abstain.

The ad hoc committee originally presented Dr. Tingley with the report in November of 1978. It contained 16 recommendations concerning the University constitution. Besides the

reorganization of the membership it also recommended: development of more effective relations and communications with the Board of Governors and the Dalhousie Faculty Association, election by Senate of its own executive officers, including Chairman, Vice-Chairman, and Secretary. Emphasis on the primacy of Senate in the determination of academic policies and priorities. And a cutting down of the Senate from its present 176 members to 208.

The committee agreed on Monday to have a separate meeting in December concerning the other issues of the report and the action to be taken, if any, in relation to them.

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