

## YUFA and administration far apart in negotiations

by LAURA LUSH

As early as September 22, the York University Faculty Association (YUFA) could once again be in a legal position to strike. Last September, YUFA averted a strike by 15 hours after settling on a last-minute agreement offered by the administration.

YUFA chairperson, Hollis Rinehart, said that a No Board Report challenges YUFA's sincerity. "They (the administration) are saying to us 'Do you dare to strike?'" he said. After 19 negotiating and four conciliation meetings since March, YUFA and the administration, despite some headway, have not been able to agree on issues of compensation and mandatory retirement. "We met four times in conciliation to make sure we exhausted all the possibilities," Rinehart added.

Even though YUFA settled for a six and a half percent wage increase (one and a half percent over provincial guidelines) last September, dissatisfaction with this settlement has led the union to a new demand, Rinehart said. According to a September 3, 1985 Excalibur article, YUFA's wages were three to 10 percent below the provincial average. YUFA asked for a "catch-up" wage increase of three and one third percent annually over a three year period. Bill Farr, Vice-President of Finance and Administration and a member of the administration Negotiation Committee, said that YUFA received the "second highest settlement in Ontario" last September. A September 5, 1986 YUFA Newsheet calls the administration's present wage offer increase of 6.6 percent as "the average of settlements at other Universities." Rinehart said that YUFA is asking for a 9.5% wage increase, plus a 4 percent benefit increase, amounting to a total increase of 13.5%. While Farr said the administration is "prepared to offer competitive salary increments" to full-time faculty and librarians, which would bring "York's increments well into the top half of 1985-86 faculty salary increments," he said the administration could not meet YUFA's wage demands because of the already burgeoning strain on York's funds. An August 30, 1985 Memorandum from the administration reads that "the cost of the difference between YUFA's demand and the administration's offer amounts to just over

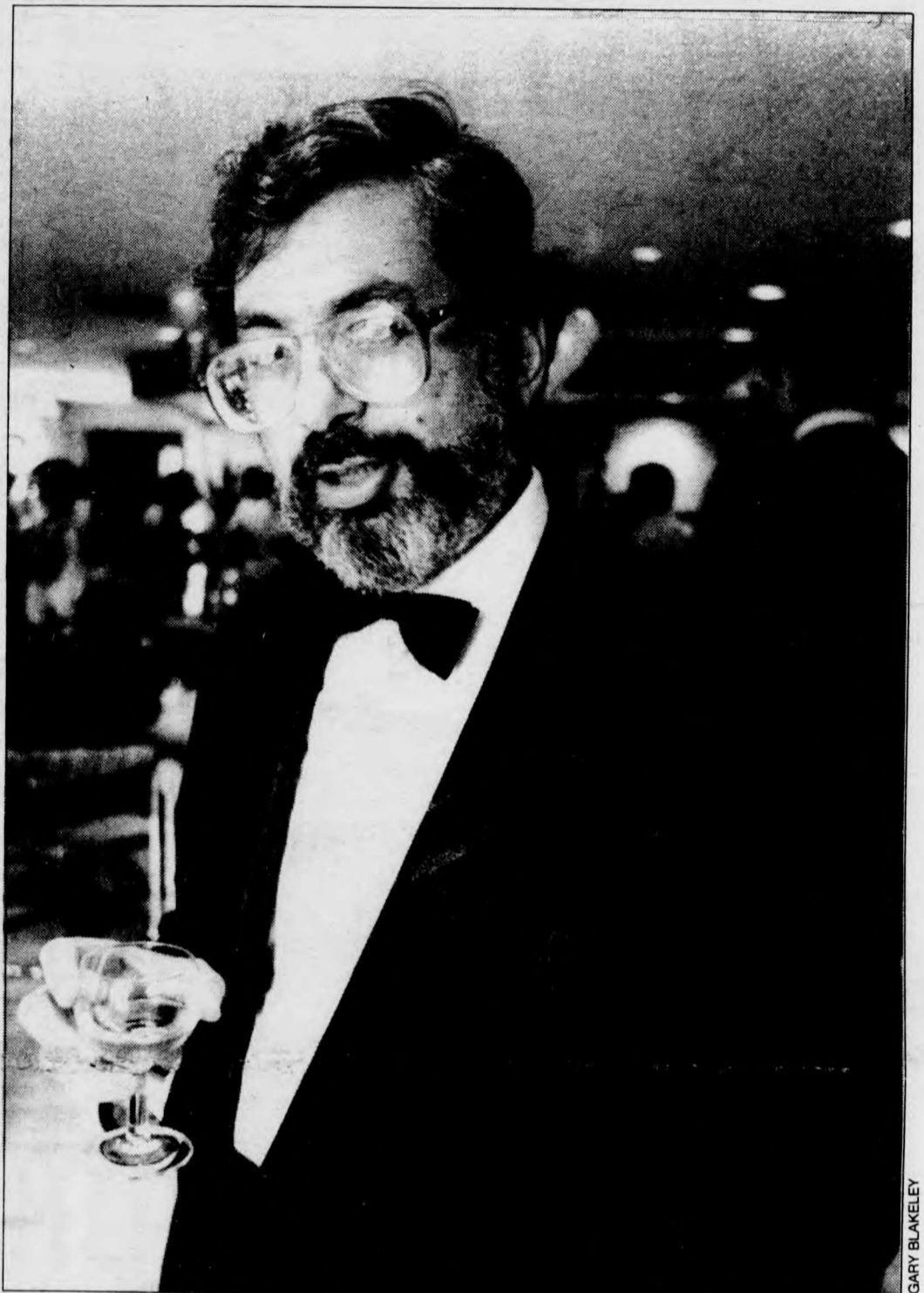
\$4,000,000, funds not available other than by carrying out punitive cuts to budgets "that would affect other projects and programmes at York. Rinehart said that the administration would rather spend funds on the construction of new buildings rather than on the improvements of faculty wages.

Grievances over the existing retirement regulations escalated into a law suit in the summer by three York faculty members who reached the mandatory retirement age of 65 this year. After Canada's new Charter of Rights came into effect citing that no one can discriminate by basis of age, sex or race, the faculty members began procedures to sue York over their mandatory retirement policy. Since this time the administration has declared its willingness to "devise a new, flexible retirement policy that will replace current practice with a set of options for early retirement, age 65 retirement, or continuation past age 65," the Memorandum reads. A new policy could only come into effect, according to the YUFA Newsheet, pending certain "changes in salary structure and policies, sabbaticals and other leave policies and layoff." The administration would also ask that the three faculty members terminate their lawsuits against the university, the Newsheet continues. The Memorandum points out that "the three faculty members who challenged their retirement...will be offered continuation for two years" or until "the ratification of the agreement," whichever comes first.

Other YUFA demands include a 15 percent sabbatical compensation increase which would pay faculty 90% of their wages for the 12 month period, and the right for faculty members to decide upon class sizes. Presently, Rinehart said, the administration has ultimate control over class sizes according to their economic limitations.

Stressing that it's a critical time for YUFA, Rinehart said if "we don't agree on money now the administration will have spent it." Farr said he was "sorry that YUFA broke off negotiations" and that they tried to "meet the multitude of demands."

A YUFA general meeting on September 19th is scheduled to determine YUFA's next steps. "We have to rise to the level of action that the administration demands of us," Rinehart said, "even if they require strike action."



GARY BLAKELEY

**FACULTY LOUNGE LIZARD:** York President Harry Arthurs helps celebrate opening of new Faculty Club on Tuesday. Arthurs hopes club will create a more congenial atmosphere among York faculty.

## 'Bye, 'inadequate' faculty lounge, hello, 'elegant' eatery

by PAULETTE PEIROL

Buffered from the chaos of Central Square, yet still in the nucleus of the campus, an elegant marble wall marks the entrance to the new faculty lounge.

Formerly The Educational Resource Center (now moved to the eighth floor Ross), The Faculty Club contains a licensed eating area and an adjacent space, presently unfurnished, for lounging.

The Faculty Club drew a continuous flow of people through its doors when it officially opened last Tuesday. The mood was congenial as people mullied about sipping wine, sampling hors d'ouvres, and chatting with the center's builders and organizers. George Giles, interior designer of the lounge commented, "I feel like one of the happiest designers in Canada."

Faculty members have long recognized the need for a community space. The designated faculty area on the eighth floor Ross was clearly inadequate; York President Harry Arthurs notes that it was inaccessible, lacked food and beverage services, and was eventually used primarily as a meeting room. Meanwhile, Arthurs said, many faculty members ate lunch in offices side by side, almost unaware of each other. "Imagine doing that for thirty years," he said.

The Faculty Club was funded jointly by YUFA and the administration, and the two groups, as well as Manager of Food and Housing Services Norman Crandles, collaborated fully on its design. Dorothy Moore, a YUFA trustee, said the co-ordinating of the lounge was a "unique partnership."

Arthurs said the administration has "been through a bad period with YUFA," but claims

the building of the lounge has brought the two groups closer together.

"York suffered from not having (the lounge)," Arthurs said. In York's Master Plan, each college was supposed to be equipped with a faculty center, but today these centers are little more than spare rooms. Only Osgoode Hall has its own faculty lounge, smaller than the new one in the Ross building.

Food will be catered by Joe Bersani and Trevor Barryman of "Bersani and Carlevalle," and prices are quoted as being comparable to their restaurant prices, (about \$4-5 for lunch). Art exhibits and live music are planned for the center and there is also a folding partition which can create extra private space for meetings.

Details such as who exactly will be permitted to use the lounge and what its operating hours will be, have not been finalized. For example, Moore says it is possible that a student who is employed by York's public management staff, in the library or bookstore, for instance, will be allowed in while an ordinary student may not be. To the question "where will you draw the line?", neither YUFA trustees nor president Arthurs could answer.

Both YUFA and Arthurs state that if the center becomes overcrowded, membership fees may have to be initiated. They claim however, that they are strongly opposed to the elitism that this might induce. "There are not rules to start with," said Arthurs. "People will sort themselves out." While Arthurs hopes that a student center will also be built, he consoles the student body that "(they) will profit from having happy professors."

## Ali favors withdrawal from OFS

By GARY SYMONS

In a reversal of policy, the CYSF executive will put a motion before council on September 18 to end York's membership in the Ontario Federation of Students (OFS) without a student referendum.

During the CYSF elections in March, President Reya Ali promised to attempt to participate more actively in the provincial federation, but said he would hold a student referendum if he later decided to withdraw membership.

On Monday, however, Ali said that, if the general council agrees, CYSF will withdraw immediately without holding a referendum on the issue. Students are not well informed on the issue, he said, and could be influenced by what he called a "referendum team" the OFS uses to persuade students of its value during referendums.

Ali also said CYSF will not be holding public meetings to discuss the move with students. "Council can make these decisions on its own because it is made up of elected representatives," Ali said. "We were elected to make these decisions."

If the motion passes through council, Ali says he will use the \$30,000 saved to hire more researchers and to lobby the provincial government directly.

OFS Chairperson Bernard Drainville denounced the CYSF plan, saying, "Our position is quite clear that OFS is a democratic organization. Students join OFS with a referendum, so it's pretty clear to me they must leave with a referendum."

"It's quite annoying," he added. "York students voted to join OFS, but now the President and a few executives are going to pull them out without even asking them. That doesn't seem right."

Ali said, however, that after consulting with a lawyer, he is sure CYSF has the legal right to pull out without a student referendum.

Ali cited several reasons why he felt a withdrawal is necessary, including poor OFS service, high cost, and an overly centralized system. He did not rule out a reconciliation between the two organizations, however, saying, "After we pull out we'll reorganize CYSF and then petition OFS to restructure. If we pull out, OFS will lose Metro (the University of Toronto is not a member of OFS), and if they lose Metro (the University of Toronto is not a member of OFS), and if they lose Metro they will have to examine their own internal structure."

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