

## Management tries to fire worker

By JIM MIDDLEMISS

A 12-year employee of Dalhousie plant services faces the loss of his job following a refusal to carry out an order from his supervisor.

Fred Campbell, a maintenance worker in the Weldon Law Building, was sent home Tuesday and recalled Wednesday, pending further investigation, following a morning conflict with his supervisor.

The maintenance workers are under the employ of Dalhousie University. The University contracts the management of these employees to a private firm, Modern Building Cleaning Inc.

The firm, in turn, has set up a hierarchy of managers responsible to the campus manager, Bud Mason, also a Modern employee, who has sole authority to fire the workers under the union contract.

Campbell, who has worked in Weldon for five years, was assigned the task of cleaning steps in the building on the side adjacent to Henry Street, which he said is a routine chore.

Campbell said he advised his co-worker, Mary Francey — shop steward for CUPE local 1392, which oversees maintenance workers — that he was to clean the steps with a soap solution.

Francey told Campbell that she had tried that in the past and the outcome was a set of stairs too slippery to walk upon, which forced her to close the stairwell.

Francey said she telephoned the supervisor and informed her of the potential safety hazard but said they were advised to proceed nonetheless.

After cleaning a few stairs, Campbell said the soap solution "made the stairs slippery" and he proceeded to call the supervisor to request she investigate his concern with Mason.

Campbell said he then proceeded to finish the stairs.

According to Campbell, the supervisor arrived shortly after

without Mason and requested Campbell do the stairs. Campbell said he informed her the stairs had been done.

Francey, who witnessed the incident, said the supervisor, who had only been assigned to that set of buildings within the last two weeks, asked Campbell if he was "refusing a direct order?"

"No, I'm not refusing a direct order, I just want you to look at the steps," Campbell told the supervisor.

At that point, Francey said the supervisor told him at least three times, in front of a group of students in the lobby, that "his services were no longer required" and he should leave. Francey said the supervisor never looked at the steps.

"I didn't feel good at all" about being fired in front of a group of people, Campbell said. He added didn't like to stand there and be belittled.

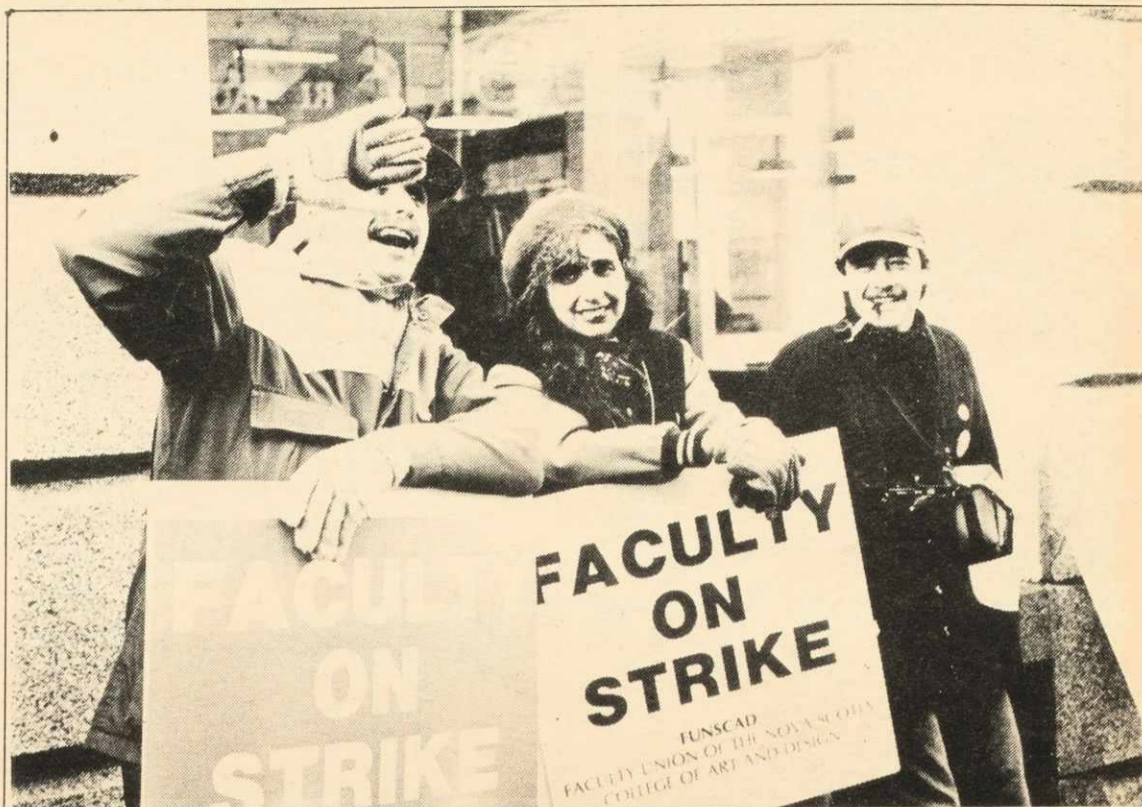
Mason, however, said that Campbell was never fired as supervisors don't have that authority, only he does.

Later that day, Mason arrived with a letter informing Campbell he was suspended for refusing to carry out an order. Following a Wednesday morning meeting with CUPE officials, University representatives and officials from Modern, Campbell was allowed to return to work, pending further investigation of the charge.

Francey said she had never heard of a person getting fired without there first being an investigation.

Campbell, 35, said he has never had troubles like this before. Since the incident, he has posted notices asking any students who saw the incident to contact him.

The investigation will look into the matter to determine if it was a misunderstanding. If it was, Francey said Campbell will keep his job. If it wasn't a misunderstanding, she said his employment will be terminated.



NSCAD profs give free outdoor lectures to stubborn administration.

Photo: Ariella Pahlke

## Artists hit the streets

by TOBY SANGER

The traditionally cosy atmosphere at the Nova Scotia College of Art and Design was rattled yesterday as students took to the streets to stage a "creative demonstration" to protest the standstill in negotiations between the striking faculty union and the administration.

Inside the college, tension and anger mount among those still attending classes. Outside, the faculty face their second week on the picket line with high spirits but little hope for an early end to the strike.

Students at the college have taken to producing their own form of "protest art," ranging from caricatures of Garry Kennedy, the college's president, to vigil performances with drums. On the sidewalk outside the college, many students have even set up temporary studios instead of crossing the picket lines.

Many students have joined the faculty on the picket line to try and force the administration back to the negotiating table. The faculty union has received support from the Canadian Association of University Teachers and the Nova Scotia Government Employees' Union but are frustrated at the position of neutrality taken by the Students' Union at the college.

"The strike would be over in a matter of days if the Student Union gave their support to either side" says Bruce Barber, one of the striking faculty members.

The Students' Union met with various government officials and wrote to Brian Young, Minister of Labour, and Tom McInnis, Minister of Education, in an effort to get them to put pressure on the two sides to force them

back to the bargaining table.

Student Union President Ken Robinson said the negotiations are not the student union's business and says members of the students' union fear "repercussions" from the faculty or the administration if they take a position supporting either side.

A group of concerned students working with members of the student unions have formed a standing committee to meet with Board of Governors members today and look at the legal implications of staging a walkout and recovering tuition fees.

The administration is offering about 30 per cent of the scheduled courses with replacement teachers under their "contingency plan," but attendance at some of these classes is as low as 10 per cent.

Students say a strike longer than two weeks will mean a lost year. "With a four-month semester, two weeks out will mean not finishing the course," says Isla McEachern, a fourth-year arts and education student.

Negotiations between the two sides broke off a week ago when representatives reached an impasse over issue such as third-party arbitration for staff grievances and salary equity scale.

Students supporting the faculty union say the only solution is third-party arbitration over these contract disputes. The union is agreeable to binding arbitration, although the board is not.

"We need the provincial government to step in at this point. If we leave it to the board, nothing positive will happen," says McEachern.

with files from CUP

## Critical comments

David March, 4th year student, comments on students' dilemma.

"A lot of people are undecided whether or not to go to classes. These two sides can't get together and come to an agreement . . . we're caught in the middle and it seems like we can't even do anything."

Kris Rogers, student, angered by injustice.

"This is absurd. Our faculty are out on the street . . . These are professors, these are leaders in the art world. They are placed in this awkward position of strike because they want a contract that is a standard that . . . St. Mary's and TUNS have. People need to make some kind of choice. There is no room for fence-sitting."

Anonymous group of striking professors vent their frustration.

"Nietzsche said, 'Distrust all in whom the impulse to punish is powerful.'"

"Nietzsche is pietsche."

"We're losing our best people because we're being plundered."

"We want to be back with our students . . . We just hope that the administration isn't willing to destroy the college to beef up their macho myth."

Gary Wilson, student liaison officer, explains new developments.

"What is most heartening to us . . . is the support of CAUT (Canadian Association of University Teachers). We've received financial and moral support from Dal, St. Mary's, TUNS, Mount Allison, you name it."

"These battles have all been fought 20 years ago and we're still fighting them."

## Capital Fund divided up

By GEOFF STONE

A final decision has been made on the allocation of the student contribution to the capital fund drive for 1985/86 pending the approval of the university capital campaign.

The last faculty to submit a distribution of its funds is the health society. Their forty-thousand-dollar chunk of the capital drive money will be spent mainly on renovations, library acquisitions, and teaching equipment. Distribution of the money still awaits approval by the Capital Fund Committee, but most of the recommendations are expected to be adopted.

The student contribution to the fund, 15 dollars per students, was committed in exchange for a guarantee to limit the amount of tuition fee increase the university

could charge to four per cent per year.

The \$125,000 contribution for the last year was decided at the Tuesday meeting of the presidents of the health societies, the Dean of Health Services, and the DSU Treasurer.

Money from the fund drive has been divided up among the faculties of arts, science, and health professions, with additional money for library acquisitions.

Most money for the projects has been divided up by the student societies to serve either renovation, new equipment, or books.

Dalhousie administration sees the student contribution to the fund as a large incentive to other donors, such as corporations, to contribute to the fund.

Sean Casey, Student Union Treasurer, is involved in the distribution of the capital money.

Continued on page 4