

## Who exactly would be eligible?

# YUSA on path to legal bargaining status

By JIM McCALL

In an attempt to become the legal bargaining unit for an estimated 922 secretarial, technical, and clerical workers, the York University Staff Association has reached the midpoint in its drive to enlist the necessary 65 per cent of the eligible support staff, as required under the Ontario Labour Relations Act.

As late as Oct. 25, 1973, the association decided at a general meeting to seek a "voluntary recognition agreement" with the university administration under conditions specified by the Labour Relations Act, which would guarantee the right to negotiate formally with the administration, the benefits of conciliation and arbitration, the right to strike, and protection from organizing attempts by an outside union.

But it was not until the beginning of this year, when the current YUSA executive was elected as a slate of candidates pledged to obtaining voluntary recognition, that serious efforts were made toward meeting the regulations of the Act.

### MANY JOINED

Over 400 people, approximately 60 per cent of the membership goal, have joined YUSA as of last week; all of them have signed cards in support of the association as the sole bargaining unit of the support staff, according to YUSA first vice president Dan Marz.

"We want 600 members by the end of September or the beginning of October," Marz said.

In April of this year, in response to a question by the Ontario Labour Relations Board concerning the university postal workers, the administration suggested a figure of 922 "office, clerical, and technical employees including laboratory employees" as the number eligible for a support staff bargaining unit.

However, Don Mitchell, the director of personnel services, indicated that the figure 922 was given in answer to a question about a specific case and was not to be regarded as a commitment by the university, because the number of staff had probably changed since April.

### WHO IS ELIGIBLE?

Voluntary recognition of YUSA by the university depends largely upon which employees may properly be members of the association. Obviously, no professional or managerial senior administrators may join, nor any employee in the administration who has access to confidential material, such as the president's secretary.

The difficulty arises when one moves lower down the scale to administrative assistants who, apparently, do not have the same responsibilities throughout the university with regard to hiring and firing. YUSA president Gabriele Paddle herself is an administrative assistant to the master of Calumet College, but she says that she does not have managerial responsibilities and therefore is properly a member of YUSA.

"In my opinion," said Marz, "it is very likely that they (the administration) will contest the eligibility of certain members of YUSA."

On the other hand, Barbara McCaw, administrative assistant to faculty of arts dean Sidney Eisen and president of YUSA until she resigned last January in protest against the association becoming a union, said, "I think it would be great not to be a part of a voluntary agreement. If I can't look after myself, that's tough. When you go through life always having confrontations, it isn't really worth it."

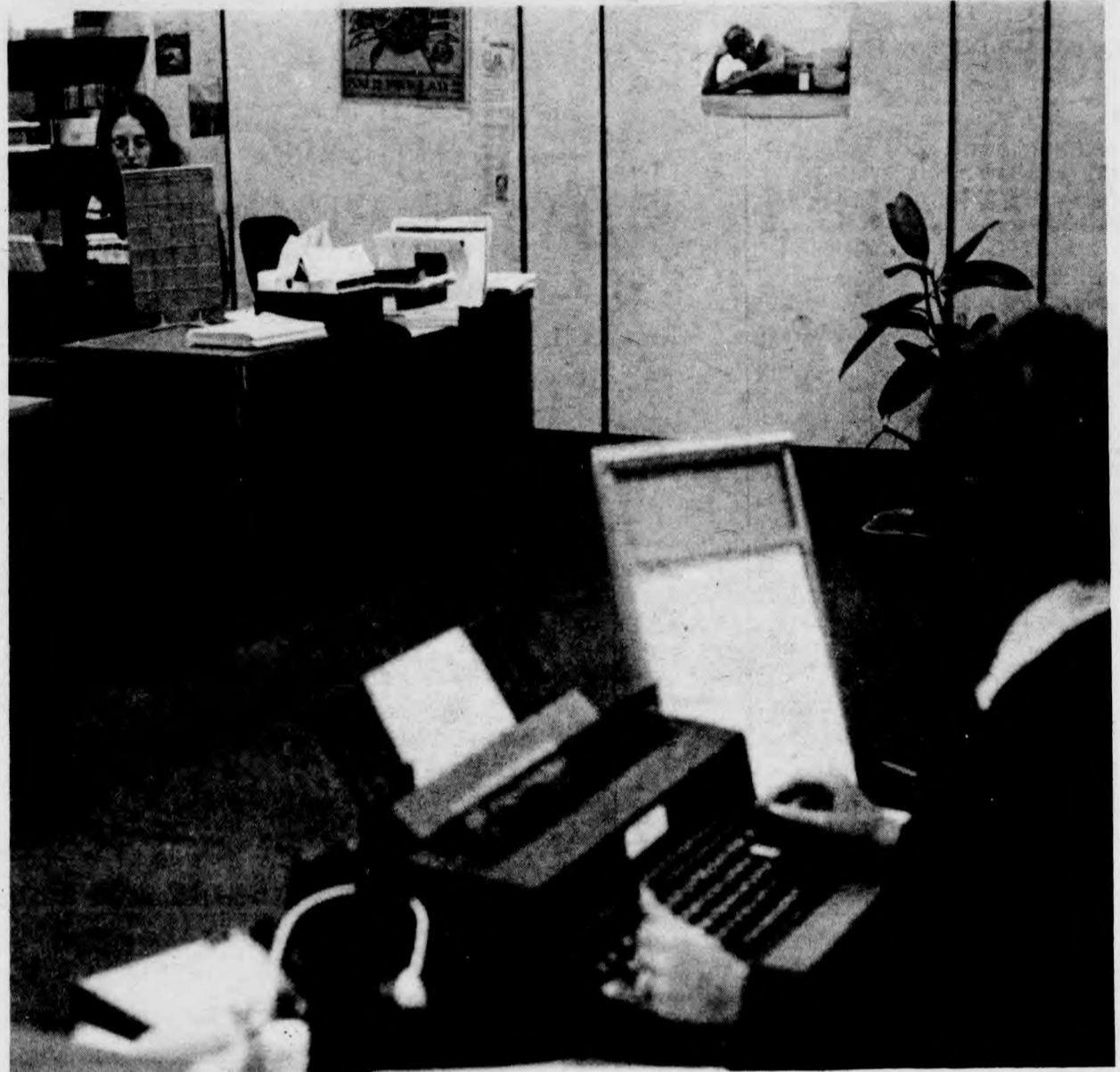
### CHANCE FOR UNION

Once YUSA has 600 members it may, if refused recognition by the university, use the membership cards to prove to the Labour Relations Board that it is speaking for 65 per cent of the support staff and ask for certification as an independent union. Anxious to allay fears of unilateral action by the executive, Gabriele Paddle said, "We are working as hard as we can on voluntary recognition. If that is refused, we will go before the membership before seeking certification."

If certification becomes necessary and the university is prepared to challenge YUSA's right to represent its membership, it could be an expensive enterprise for both parties, since they must jointly bear the cost of the hearings; and, of course, there are always the lawyers' fees to be considered.

A legal firm once retained by YUSA estimated that certification could take as long as two years, but Marz dismissed that as "excessive."

When asked about the university's attitude toward YUSA's becoming a legal bargaining unit, Don Mitchell indicated that there was no animosity on the part of the administration and that a clarification of which employees were in fact represented by the association would be a good thing for everyone concerned.



The York University Staff Association is working towards voluntary recognition as a bargaining unit.

### "TEA PARTY"

After four years of what Barbara McCaw described as "tea party" discussions with the administration, YUSA finally decided that something more than assurances of good faith was needed.

But only up to a point. Many of its members remain afraid of YUSA's becoming certified as an independent union. Heather McIndless, who served on YUSA's executive for nearly three years, reflects this viewpoint.

"I am no longer a member of YUSA. The current executive is too union-minded. Some of their things look very professional, as though they had union backing.

"I am in favour of voluntary recognition, but it seems just a ruse for certification. A union to me is very militant. You only hear about the strikes."

At the same time, McIndless was not happy about the treatment of the

staff by the university administration.

"The department of personnel services doesn't seem to work," she said. "There's a lot of going around the back door to get jobs. The university really doesn't need us. They don't give a darn about the high turnover, but the university overall is going to suffer."

Pam Horton, YUSA negotiating chairperson, categorically denied any union backing.

### REVISED SCHEDULE

YUSA's contract proposals, which the association would like to start negotiating for its members by January 1975, are the following: salary parity with Ontario provincial and Toronto municipal government workers, annual merit increases tied to the cost of living as determined by Statistics Canada, better fringe benefits (such as 100 per cent paid

OHIP and free tuition for families of staff members) and a revision of the salary schedule to free those people who have been "red circled" because of anomalies created by the new salary schedule instituted by the administration this summer.

"Red circling" means that many people who have worked at York for a long time have reached a pay threshold beyond which they are not allowed to pass. Even cost of living increases may not affect some of them, since they are now making more money than the maximum scale of their job grades set down in the new salary schedule.

And finally, YUSA wants a revamping of the job grading system. Mitchell admits that York is not a leader in salaries, but says that working conditions and benefits are good.

"Salaries create the problems," he commented, "not the grading system."

## On Campus

Events for On Campus should be sent to Dawn Cotton, Department of Information and Publications, S802 Ross. Deadline is Monday, 12 noon.

### SPECIAL LECTURES

Wednesday, 3:00 p.m. — University of Toronto-York University Joint Program in Transportation — "Future Technology and Marine Transportation in the Arctic" by T.H. Peirce, President, Northern Associates (Holdings) Limited — Faculty Lounge (S872), the Ross Building.

4:30 p.m. — Chemistry Seminar Series — "The Use of Insoluble Polymer Supports in Organic Chemical Synthesis" by York Professor C.C. Leznoff — Room 317, Petrie Science Building.

### FILMS, ENTERTAINMENT

Friday, 8:30 p.m. — Concert — featuring Pauline Julien, chansonniere — admission \$1.00 — Old Dining Hall, Glendon College.

Saturday, 8:30 p.m. — Film (Bethune College) "Serpico" (Al Pacino) — admission \$1.25 — Room L, Curtis Lecture Halls.

Sunday, 8:30 p.m. — Film (Bethune College) see Saturday's listing at 8:30.

Monday, 4:00 p.m. — Films in Canadian History (History Department) "Age of the Beaver" (16 mins.) and "Ville Maire" (27 mins.) — Room I, Curtis Lecture Halls.

Wednesday, 4:15 p.m. — Films (Humanities 373) "Biograph before Griffith", "The Great Train Robbery", "Lonely Villa", "Girls in Danger" and "Film Firsts" — Room 204, York Hall, Glendon College.

### PUBS, COFFEE HOUSES

For days and hours open, please phone the individual coffee houses and pubs listed below:

Absinthe Coffee House — 013, Winters (2439)

Ainger Coffee Shop — Atkinson College (3544).

Argh Coffee Shop — 051, McLaughlin (3506).

Buttery — Founders (3550).

Cock & Bull Coffee Shop — 023, Founders (3667).

Comeback Inn — 2nd floor, Phase II, Atkinson (2489).

George Coffee Shop — N108, Ross Bldg. (3535).

Green Bush Inn — tba — (3019).

Just Another Coffee Shop — 112, Bethune (3579).

Open End Coffee Shop — 004, Vanier (6386).

Orange Snail Coffee Shop — 107, Stong (3587).

Osgoode Pub — JCR, Osgoode (3019).

### CLUBS, MEETINGS

Thursday, 12 noon & 1:00 p.m. — General Information Meeting (Faculty of Education) for all Pre-Education Students — Room C, Curtis Lecture Halls.

1:00 p.m. — Development of Teaching Skills — "Promoting Discussions in Tutorials and Seminars" — Room 108, Behavioural Science Building.

7:00 p.m. — York Flying Club — faculty, staff and students welcome; for further information call Waldemar Gutwinski at

487-6193 — Room E, Stedman Lecture Halls.

7:00 p.m. — York Homophile Association — organizational meeting; all interested persons welcome — those unable to attend may leave their name in the Y.U.H.A. box at the C.Y.S.F. Office (N111, Ross) — Room 125, Winters College.

Monday, 7:30 p.m. — York Bridge Club — will meet each Monday until further notice — everyone welcome — Vanier College Dining Hall.

Tuesday, 1:00 p.m. — Development of Teaching Skills — Room 108, Behavioural Science Building.

### SPORTS, RECREATION

Monday, 12:00 noon - 2:00 p.m. — Continuous Swim (Department of Physical Education) a continuous swimming lane will be open for use during the noon hour swim period, Monday through Friday, until further notice — Tait McKenzie Pool.

### MISCELLANEOUS

Sunday, 7:30 p.m. — Roman Catholic Mass — will take place each Sunday until further notice; interested persons may contact Father G. Tannam (Room 035, McLaughlin College) at 667-3673 — Room 107, Stedman Lecture Halls.

Wednesday, 8:30 - 10:30 p.m. — Stargazing — Twin Astronomical Observatories, Petrie Science Building.