

It looks as though students of this university will be treated to a rare display of industrial relations in the near future.

At a meeting of CUPE 1368 last night, it was suggested to facilitate CUPE's attempt at wooing the majority of U of A students to their side and thereby force the S.U. into a contract settlement more closely correlated to CUPE's wishes, a public forum be held.

The forum could be the event of the year. At long last some of the misconceptions and misrepresentations thrown at the public by the propaganda machines of both sides can be corrected.

Even before negotiations started an atmosphere of adversity was evident in both camps.

Last year's term of agreement stated any party wishing to change the contract must notify the other within 30 days of the expiry of the existing contract.

The apparent adversity immediately developed into a more substantial human creation when CUPE representative Vern Bartee waited to the very last day, March 1, before sending the management CUPE 1368's proposals.

But before we censure the union further let us look to the other side.

This year, for the first time since 1971 when CUPE was certified as a bargaining agent for the 38 full time Students' Union employees, management had drawn up their own set of proposals regarding the upcoming contract, prior to seeing what CUPE's had to offer.

Considering this break of tradition and the terms of the previous contract, there is no reason the management team could not have been the first to open negotiations for the 77-78 term of agreements.

When asked why they did not initiate this action, Students' Union general manager, Harry Goldberg, said such a procedure was not traditional. Come now, Mr. Goldberg, neither is the procedure of management drawing up their own proposals prior to seeing those of the union traditional.

Although it is impossible to accurately describe the actions of Mr. Goldberg on the morning of March 2, there in his office with no news from CUPE, would we be entirely wrong if we suggested he was rubbing his hands in glee? Because later that morning Mr. Goldberg wrote a letter to Mr. Bartee, stating the deadline for re-negotiation had passed. This meant the terms of the previous agreement could be extended to 77-78.

We concede the text of the letter contained no threatening remarks to CUPE, but its tone is questionable; very business-like, containing no indications of an amiable relationship with the employees, presenting a direct quote from last year's term of agreement, if not forboding, then the letter was unsettling.

Late in the day these two pieces of mail nodded to each other as they met somewhere amid the whirling works of the P.O.'s latest letter sorting creation. CUPE's postmarked Mar. 1, management: Mar. 2.

Mr. Bartee received the letter, perceived an intimation of "bad faith" running through its text and replied to the S.U., the letter was evidence the S.U. was not willing to begin negotiations and threatened them with a section of the Alberta Labour act which could have imposed a fine of \$1000 per day on the S.U.

Negotiations continued slowly. CUPE claiming that the unusually large number of S.U. proposals, 54, was a further indication of "bad faith". The S.U. replied the number of proposals was irrelevant; arguing it is content not quantity which matters.

In the interim both sides published pamphlets "explaining" the true situation.

To a large degree these were reasonable, however, each contained some misleading statements.

One of CUPE's major arguments - that the S.U.'s bad faith is nothing new - was based on evidence from the previous year. In Oct. 1976 the S.U. asked the Board of Industrial Relations to remove seven CUPE members from the union. S.U. argued these people were actually management and should not be in the union.

On July 18 CUPE presented management with a memorandum of agreement, a document which outlined the unions' latest proposals. It was signed by the unions' negotiating committee and only needed to be signed by the management to produce a contract agreement.

It was rejected by management. And primarily because the management did not agree with the union's proposal to remove the five tier wage schedule.

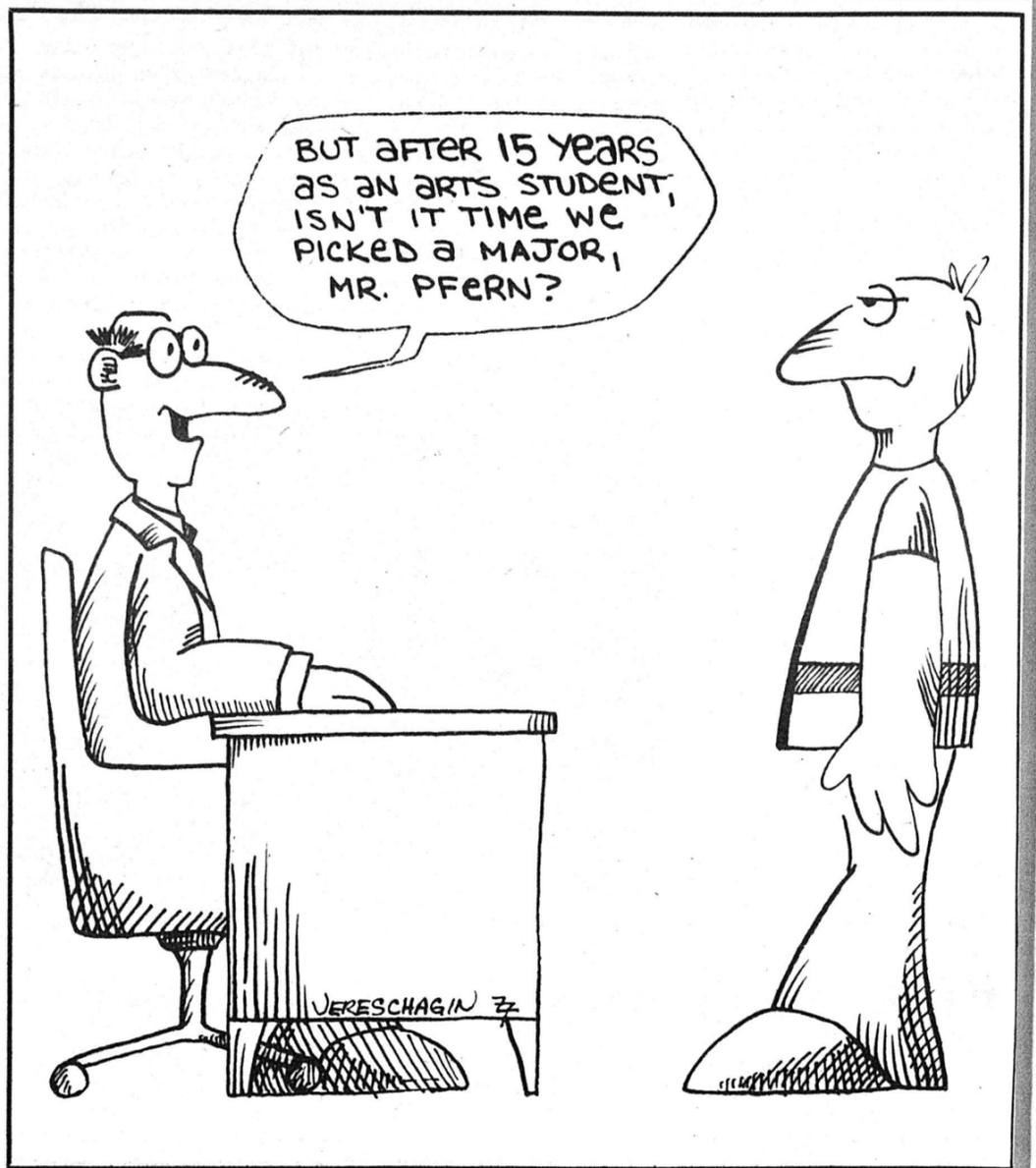
Under this system a worker will be paid full wages after a maximum of three years. Progress up this scale depends on the individual's skill, willingness to work, and attitude. S.U. claims this type of wage scale is needed to provide the workers with incentive.

Mr. Goldberg, however, said in a *Gateway* interview, the trend in industrial relations is away from the tiered wage structure and that he expects the S.U. will follow this trend in the future.

It seems if Mr. Goldberg had been willing to put himself in tune with the times, God knows the reasons he refuses to, the CUPE/S.U. dispute would have been over July 19.

Perhaps Mr. Goldberg will tell us in a public forum?

editorial



Let us make it perfectly clear.

Concerning the editorial and news-piece in the most recent *Gateway* (Tuesday, September 13, 1977). The Education Students' Association would like to correct misunderstandings which have arisen as a result of these articles.

Foremost, it should be made perfectly clear the elections in question were only the elections for representatives to the Students' Union Council and in no way reflect on the elections for the Education Students' Association Executive. As indicated by our president Randy Tighe, in a letter to Jay Spark, we realize that the past ESA executive failed to provide sufficient publicity for the election of these four representatives. We, the present executive, apologize for this error and offer our assurance that such events will not occur again.

Unionization supported

I wish to register a strong protest in connection with both Harry Goldberg's statements (*Gateway*, Sept. 7th) and Mike Ekelund's letter (*Gateway* Sept. 13) concerning the recent unionization of part-time workers on campus.

In prematurely threatening a \$15 raise in students' union fees and in raising the spectre of a union which will "beat us to death at the bargaining table," both these men are trying to drive a wedge between U of A students and workers.

The case, however, is clear: all students should support the unionization of fellow students

Finally, our association feels that the present councillors are among the best that have represented the Education students. As evidenced by their debates, votes and actions during the summer months, they have been devoting time and effort to the good of the student body.

The vote by Students' Union Council to allow their elections to stand is again an indication of

their merit as councillors. Education Students' Association Executive

Editor's Note: thanks for pointing out the distinction that might not have been perfectly clear in the editorial. Gateway in no way wishes to criticize the four Education Students' Union Councillors. We do, however, still question the Students' Union's handling of the situation.

Randy jumps CON

Well, Ambrose, you think just because you have your own column you can hoodwink us?

Well shove this kubasa up your karma, my Fierce CON-descender: we know that Frederick is a cheap excuse to peddle YOUR mundane life to us disguised as literature, you

workers wholeheartedly. The CUPE Local 1368 will aid our fellows in gaining better working conditions, better wages and protection from discrimination. It is in *our* interests to see workers safeguarded in this way, since all students become workers during vacations and after our schooling is over.

The anti-union stance of Goldberg and Ekelund is dangerous, pitting, as it does, students against themselves. I urge all U of A staff and students to fully support CUPE 1368.

Kathy Roczkowsky
YS Member

ephemeral scum. Ambrose Fierce indeed. Why not G.M. Mencken? Why not Adlai Stevenson? Why not Gnorman Gnu? Any name will do, even Gnorman Gnu, to hide the world from you, and wine and women too. Tell us, Ambrose, tell us about the time you wet your pants and your 16-year old cousin from upstate came in and had to clean you and chucked as your little randy 12-year old body stiffened at the sight, except you couldn't do anything because you're as chickenshit then as you are now. Yes, tell us about your Freudian paranoias under the guise of Frederick Ambrose. We know now that you were the death of poor Lydie (Mrs. P.M. Torrance) and he always scintillating Pro column which has now sadly become defunct. But you won't get off so easily now, Randy Albertan here. Yes, Ambrose, it'll be only a matter of time before I, too, have my say. Fatuous nitwit indeed!

Randy Albertan