

Administration renigs

Dalhousie staff disputes contract

by Jeff Round and Scott Vaughan

Once again the Dalhousie Staff Association (DSA) is involved in what seems to be an annual contract dispute with the university administration.

Last year the DSA found themselves in the (disagreeable) position of being forced to renegotiate pay raises which had already been won in their previous contract. Eventually DSA found it necessary to file a complaint with the N.S. Ministry of Labour to force the university to pay. The complaint was withdrawn by DSA on request from Dal President Henry Hicks when the administration agreed to pay the disputed settlement.

This year, the administration again made no move to bargain with DSA over monetary issues. Contract changes were discussed with suggestions made by both sides at a recent session of negotiations between DSA and the administration. All monetary items, however, were held over until the end of the talks. "A flat-rate package deal consisting of a 5.5% average increase was presented to us as an across-the-board offer. We felt that the matter should have been open to discussion, yet we were given no opportunity for negotiation," ex-



Jane Mersereau, President of the Dalhousie Staff Association

plained Jane Mersereau, DSA president.

As no chance had been given to propose their offer to the administration she declined to state the increase DSA wanted.

Mersereau contended that "the administration wants to include the

increase agreed upon in last year's contract as part of their proposed 5.5 per cent offer this year." The problem arises in that the previously negotiated increase is not due until July 1st, whereas the DSA contract expires June 1st.

Compounding the problem in the condition that, in order for an employee of DSA to be eligible to receive the full 5.5 per cent increase, he or she would have had to have worked with the university for more than five years. Under the present DSA contract, an employee's pay increase is based on a series of steps ranging from one to five. Each year the employee moves up one level in the system, but it is only those employees who are over the last step (i.e., those employees who have worked more than five years and thus are beyond step five)

who are eligible to receive the full pay increase. Thus an employee who is classified in the step-one category would receive no pay increase whatsoever; an employee in step three would receive, on the average, an increase of about 0.8 per cent, while an employee who was on step five, and had worked less than five years, would receive about a 1.3 per cent increase.

The following figures compiled from statistics gathered by the DSA, illustrates the actual pay increase of an assistant librarian working at Dalhousie. Line ONE indicates the present salary, line TWO indicates the actual percentage increase which would be received under the proposed administration contract; line THREE indicates the increase in actual dollars.

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
LIBRARY ASSISTANT 1:					
ONE:	7910	8318	8725	9134	9541
TWO:	0.0%	0.34%	0.61%	0.81%	1.04%
THREE:	\$0.0/yr.	\$26/yr.	\$50/yr.	\$70/yr.	\$95/yr.

Nearly seven hundred people are affected by the contract dispute, including clerical and technical workers, secretaries, library and

laboratory assistants. The salaries of DSA members range between \$4970 and \$16700, the average continued on page 2

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Students plan action

CHURCH POINT (CUP)—The Nova Scotia caucus of the Atlantic Federation of Students (AFS) shelved its differences last weekend and agreed to launch a provincial campaign to reveal government involvement in the funding of post-secondary education in the Maritimes.

The caucus decided to investigate funding decisions made by the governments and the Maritime Provinces Higher Education Council (MPHEC) by seeking support from university senates and boards of governors where many of the budget decisions originate.

The meeting, hosted by Collège St. Anne, drafted a series of motions calling for disclosure of information on funding talks recently held between the MPHEC and the Council of Maritime Premiers and the projected subsidies the universities will need from the MPHEC during the next budget year, 1978-79.

Students from nine Nova Scotia institutions attended the meeting which the newly elected caucus chairperson, Marc Allain described as the first constructive dialogue within the organization since the last conference in May.

Allain said AFS needs to solidify itself internally and begin developing strategy to deal with the presently secret decision making processes of the MPHEC. He said the representatives agreed to call for support from the universities for faculty and student representation on the MPHEC.

They agreed to begin organizing at each campus around the issue student representation on the

MPHEC. "Decisions are being made in secret that are directly affecting the quality of education at Maritime institutions. We have to have a voice in how those decisions are made" Allain said.

The caucus also decided to take the drafted motions back to the student councils and begin research on the individual campuses to determine the long term effect of funding cutbacks on the quality of education at each campus.

The caucus mandated Allain to draw up a policy for AFS on unemployment and Atlantic students. AFS does not have any ratified policy on unemployment, a situation Allain termed "ridiculous," and one which led to differences within AFS.

Some representatives felt that AFS should not focus its resources on what they believed to be solely a NUS policy. Allain remarked not having a policy on unemployment in the hardest hit area of the country is absurd and the delegates agreed the organization will deal with the issue at the November Conference.

The caucus executive was completely replaced with Allain replacing Mike McInnes as chairperson, and Shelly Jones succeeding Rick Doucette as provincial student co-ordinator.

McInnes, who is a vice-president at St. Francis Xavier, left the caucus with a few parting words about press coverage of the internal squabbling that has been running rife through AFS lately. McInnes said the student press shouldn't be "allowed" to cover the Federation's inside problems.



Janet Cameron, Dal AFS Rep

He suggested his successor Allain avoid critical publicity by taking a moderate position, or "straddling the fence" as he put it.

The absence of an AFS full-time staff person prompted the Nova Scotia members to take action on their own; the group agreed to set the hiring process in motion by advertising for the position next week. They hope to select a person for ratification at the next conference.

Morris returned

Edmund Morris yesterday was re-elected mayor of Halifax in a

The caucus, which is the largest and most active in the Federation, believed the November conference should devote time to ironing out the structural problems within the organization particularly the ratification of a constitution. A proposed constitution was drafted by a committee from the May conference in Sydney, and a slightly reworked proposal will be presented by student council presidents from the region.

land-slide victory over his only opponent Dennis Connolly.

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