

Faculty leader says

Too early to discuss effects of budget cuts

By S. JENNIFER HUNTER

John Gelnor seems to be a happy man. At 66 years of age he is a successful journalist and a part-time teacher in the political science department at York. But, like other part-time faculty, Gelnor's position is in jeopardy.

Projected budget cuts indicate many part-time teachers will not have their contracts renewed and any teaching positions left vacant will not be filled.

"I'm not afraid of losing my job," Gelnor said in a recent interview. "I'm an elderly gentleman and I was highly honoured to teach at the university very late in life. If I wasn't able to teach it would not be an economic blow."

"If I am told there is no money to re-hire me, I'll simply say sorry," Gelnor added. "But, the

problem is very difficult for a young man with a family."

D.C. Russell, professor of mathematics and president of the Faculty Association, said in an interview it is too early to discuss the effects of the budget cuts.

"The thing hasn't been finalized. The whole thing is premature and the Board of Governors and the Senate are still working on it," said Russell. "I've been told that people on contractual appointments will still be reasonably safe this year."

Russell believes the whole problem stems from the provincial government's system of funding after faculty appointments have been made. Three years ago, the York administration overestimated the number of students that

would be attending the university. The university over-staffed the number of professors by 16 per cent, according to Russell.

Because the government awarded monies to York based on the actual number of students rather than the projected number, the university incurred a large deficit.

"We don't see any reason why full-time faculty should fall back in their salary position because the government made a mistake three years ago," Russell said. "With the prices rising, people can't make ends meet. This is why the faculty isn't as concerned with part-time teaching positions. A lot of the part time faculty have other family income."

Bryan Green, undergraduate co-ordinator in the sociology department, revealed that during

this school year the various departments had requests from the dean of arts about the teaching loads of individual members. "We've never had this before," Green said.

"The pressure is to keep courses on the books because the university needs the income from the students," Green added.

"It would probably result in larger classes and greater teaching loads. The first classes to go would be the small classes which are not necessarily the worst classes qualitatively."

But the sociology department doesn't seem too worried about losing any of its part-time teaching staff. "Quite a few of our faculty are going on leaves of absence and this enables us to retain our part-time faculty," Green said. "In fact we're even now recruiting part-time people."

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YUSA exec. set to ink pact membership not informed

By ROBIN ENDRES & MICHAEL FORMAN

As of late Tuesday night, the executive of the York University Staff Association was secretly preparing to sign a "minute of agreement" with the York administration. President Don Hathaway failed to inform certain members of his executive as well as the general membership that such an agreement was about to be signed.

Earlier this week, Hathaway and Chairperson Keith Oleksiuk failed to attend a general staff meeting they had arranged. At that time, the YUSA membership was to be informed of legal alternatives to organizing investigated by their lawyer, Ernest Rovet. Rovet also failed to attend the meeting.

Preparations for the signing were kept secret, contravening the mandate given the YUSA executive by its members last October. At that time, the executive received near unanimous support to obtain an agreement with the York administration, recognizing YUSA as a voluntary association. If at that time the administration refused such recognition, within sixty days the question of union certification was to be re-opened.

Not only did the YUSA executive not discuss the signing with their YUSA members, but the information concerning the meeting was not forwarded to certain members of the executive itself. Warren Holder, second vice-president of YUSA, was shocked at the action, which he described as "clandestine" (see accompanying article). Holder only learned of the proposed signing last Tuesday.

Contacted by Excalibur Tuesday, YUSA lawyer Ernest Rovet also

seemed surprised that Hathaway had not informed all executive members of Wednesday's appointment with the administration. After hearing of this communications breakdown, Rovet stated that he now would not attend the Wednesday signing as planned. Learning that the staff also had not been informed at last week's meeting, Rovet insisted that the executive refuse to sign the agreement Wednesday and should instead discuss the move with the general staff.

SIGNING DELAYED

Except for the fact that Holder and Excalibur accidentally discovered news of this meeting, the agreement would have been signed Wednesday morning. After talking with Rovet on Tuesday, the signing was delayed to Friday.

Last week the administration had agreed in principle to recognize YUSA as the bargaining agent for all York's support staff after effectively blocking YUSA's efforts to form a voluntary association. Under the Ontario Labour Relations Board, the voluntary association would have received full legal rights except the right to strike. However, the administration claimed the right to designate up to two hundred senior administrative and supervisory staff as management, effectively excluding them from this package.

Following this refusal, Rovet began to investigate legal alternatives and discovered the Arbitration Act. The Act would give legal protection to YUSA if it incorporated itself as a non-profit corporation, enabling it to enter into salary contracts with the administration. Though the Act would only exclude five or six senior administrators

from YUSA, it denies the right to strike and offers YUSA no protection from raiding by outside unions.

ARBITRATION ACT

The Arbitration Act is not connected in any way with the Labour Relations Board. It can be used in any dispute between two parties which have entered into a legal agreement. The "minute of agreement" that YUSA was preparing to sign Wednesday would establish the framework used to negotiate the final contract.

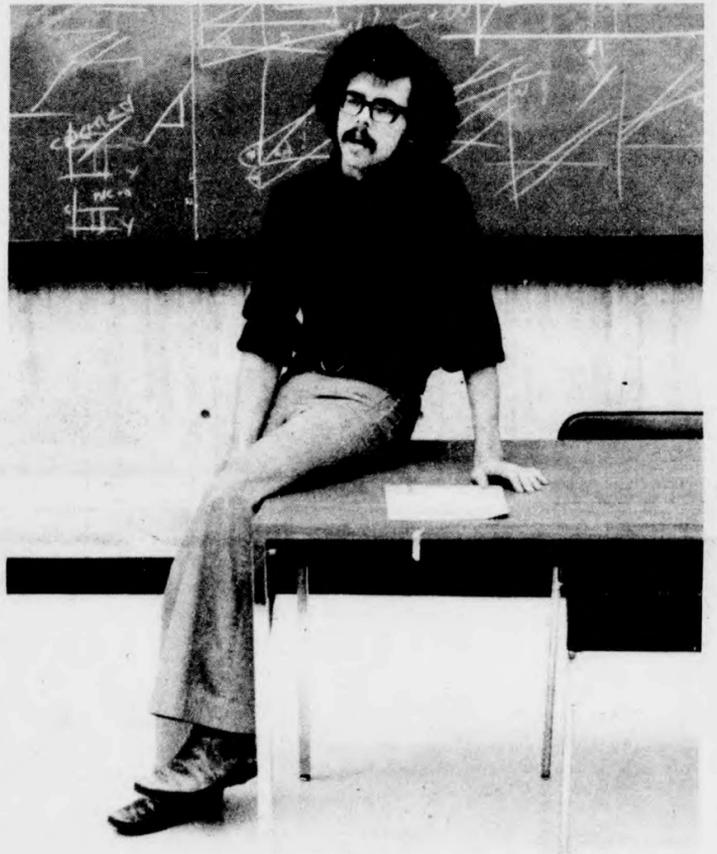
YUSA's terms, drawn up by Rovet and Hathaway, include recognition of YUSA as the sole bargaining agent, the terms of operation and renewal of contract, the terms and conditions of employment, the right to compulsory arbitration, the enforcement of bargaining terms and a provision for mid-term revision should either side operate in "bad faith". Theoretically the right to withhold services could be written into the contract.

Though Hathaway expressed satisfaction with the Act because it would exclude fewer personnel, the feeling of certain staff members was different.

EXCLUSIVITY

"Exclusivity is a red herring. Those who would be excluded from a voluntary association will get the benefits anyway. YUSA should act in the interests of the majority who are earning four or five thousand dollars a year."

Another worker concurred, "There would be a conflict of interest if supervisors were involved."



Warren Holder, YUSA executive

Opinion

Clandestine methods

It has come to my attention that there is talk of signing a voluntary agreement between YUSA and the university administration.

As an ostracized member of the YUSA executive, I had no prior knowledge that such an agreement was ready to be signed. To the best of my knowledge this agreement involves new information discovered by our legal counsel. Mr. E. Rovet, which he was scheduled to present at an information meeting Tuesday, January 15, 1974. Due to circumstances, he could not attend.

As a follow-up to the Tuesday meeting, a Thursday session was held. I arrived late with the idea of sitting in the audience with the express intention of bringing up some important issues, specifically the fact that the executive failed to report back to the membership their findings concerning official recognition under the Labour Relations Act, which was their mandate as a result of a vote taken at the October general meeting.

But, since neither Don Hathaway, president of YUSA, Keith Oleksiuk, chairman of the negotiating committee, nor Ernest Rovet, the counsel, were present, I was forced to chair the meeting.

Even though I served as chairman, I felt the time had come to openly criticize the executive for not fully disclosing their findings to the membership. As a result, I have not been informed of various executive meetings leading up to the signing of the above mentioned agreement between the YUSA executive and the university administration.

Surely, the point, and my reason for writing now, is not related to the justice or injustice of signing such an agreement, but more specifically to the clandestine manner in which it is being conducted, in addition to the seeming desire on the part of the executive to present the membership with a "fait accompli."

Not only am I excluded from the decision-making process, but you, the membership, are right in there with me. I felt something had to be done; I present this article to you as my effort. It is now your choice. Let your opinion be known!!

WARREN HOLDER
2nd V.P. YUSA

KATHERINE WOVK
YUSA member

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Clerical workers at UBC awaiting union certification

VANCOUVER (CUP)—Clerical workers at the University of British Columbia are awaiting union certification by the B.C. Labour Relations Board.

The Association of University and College Employees (AUCE) applied Dec. 14 for certification as a union and as the sole bargaining agent for 1,080 campus library and office workers.

Jean Rands, president of the local, says it will probably be the middle of February before the Labour Relations Board deals with the application. She attributes the delay to the appointment of new members to the board.

Rands said it will be the duty of the board to examine the application and determine whether the union had the required 50 per cent majority among the total number of workers listed on the payroll. At present, 55 or 60 per cent of UBC clerical workers have signed up for the union.

Rands lists the most important issues facing the new union as job classification, hours, wages, and equalization for part-time and temporary employees.