

# U and SU begin labor negotiations Board wins one

by Wes Oginski

As the academic staff received a new contract with the U of A, both non-academic staff unions on campus are about to enter negotiations for one.

Last Friday, the Association of Academic Staff of the U of A (AASUA) received an average settlement of 13.5 per cent. NASA (Non-Academic Staff Association) will begin meeting with the University within the next few weeks. The non-academic staff working in the Students' Union Building have already begun talks with the SU.

A selection officer in the academic staff negotiations chose the Board of Governors position over the AASUA position for a new contract. This works out to a 12.5 per cent increase across the board with an additional \$850 to each staff member.

"It's not a settlement but a selection," stresses Dr. V.G. Gourishankar, AASUA president.

The selection process has been used between the University and AASUA for almost ten years, according to U of A v.p. Finance and Administration Lorne Leitch.

"It's a skewed settlement," says Gourishankar. "This kind of settlement favors the lower ranks."

The actual contract varies

from a 15 per cent increase for the lowest paid staff member to a 12.5 per cent increase for the highest paid staff, says Leitch.

"The total cost of the settlement was 17 per cent," he adds.

AASUA members are not satisfied with the selection results, but the selection procedure accepted by both sides.

"I have no complaints," says Gourishankar. "When he (the selection officer) is confronted with two positions, he had to pick one. Naturally the losing party is disappointed."

Gourishankar says AASUA is satisfied because the Board has offered a contract that is higher than the rate of inflation for the first time.

Leitch says that this was intended to meet academic staff complaints that past agreements did not meet the actual rate of inflation for all staff members.

"It was an effort to meet that particular problem," he says.

With the negotiations over with AASUA, the U of A will soon be meeting with NASA.

"There has been an exchange of positions," Leitch says. "The actual discussions have not started."

Until discussions do start, Leitch did not want to comment

on either position; however a representative of NASA did outline their basic demands.

"We're looking at a 20 per cent (increase) across the board," says Keith Phillips, research grievance officer for NASA.

He adds that they would like to see increments for technical support groups other than technicians.

Non-academic staff working in the Students' Union Building are a part of the Canadian Union of Public Employees (CUPE), not NASA. Their union has already begun talks with the SU.

Elise Gaudet, SU v.p. finance and administration, says that negotiations began two to three weeks ago.

"We met for three or four days," she says. "We reached a point where we could not meet."

Marjorie Shewchuk, CUPE representative, says that negotiations are going well, but they have not entered the monetary aspect yet.

"We're sort of stuck on three clauses," she says, and adds that the SU would like to change or remove them.

"(This would be) detrimental to the employment opportunities of the staff," Shewchuk says.



Better to sit in HUB than to brave winter's icy grip of last week.

# Committee Against Sexual Harassment nears reality as U of A president awaits final draft

by Ben Yee

The University of Alberta is close to finalizing plans for setting up channels to deal with sexual harassment grievances. The President's Interim Committee Against Sexual Harassment has been meeting since September.

It was appointed from an ad hoc sexual grievance committee called together in May by Lisa Walter, v.p. external of the Students' Union.

"I felt that something was needed to deal with this matter on campus," says Walter.

Although there have been no

proven cases processed through official channels, it does not mean that the incidence of sexual harassment is low. The channels available to deal with this problem are inadequate, says Walter. She says that surveys and studies at other universities show much higher incidences of sexual harassment than officially reported.

She said that since September the committee has gone through two drafts of proposals which will be presented to President Horowitz when they are finalized.

One proposal is that a panel

be set up to deal with sexual grievances. The alternative is that a student advocate be reinstated to deal with sexual grievances, among other student matters.

Walter says the effectiveness of either proposal to deal with the problems of sexual harassment will depend on how much support they receive from the University. She stressed the need for publicity to create awareness and accessibility of the grievance channels.

She said that their committee's discussion with other concerned groups on campus showed more favorable support

for the proposal of the panel, feeling that a student advocate would be more subjective in dealing with grievances.

The panel would consist of nine members from undergraduate students, graduate students, Non-Academic Staff Association, Academic Staff Association, and someone from Student Affairs. It would have male and female members.

"The person with the grievance would have a choice of four of the nine persons from this panel to hear the case."

"Some women may be edgy about presenting their case to men

or the persons involved may be in the same faculty or department," says Walter.

"This (the choice) increases the accessibility to the grievance procedures", she says.

Both proposals constitute an advisory position. They would report directly back to the President who would have the prerogative for any disciplinary action.

She hoped "that academics will not see this in any way as a witch hunt", saying that sexual harassment can occur between many other parties other than student/professor.



## Olivia Butti's Diary

January 25, 1982

Dear Diary:

Well Diary, council is back in session tomorrow and I can't believe how much there is to do. When I'm mayor things are going to be different, let me tell you. There will be none of this ridiculous debating and voting and debating and changing our minds and then debating and having a plebiscite (It's always the wrong people who vote in those things anyway). Instead we'll have a vote and if that doesn't work we'll just keep on voting until council gets it right. Still as an alderwife (alderman is wrong and alderwoman just doesn't sound right) there are some things I want to do right away:

- Something has to be done about snow removal in this city. Sunday morning it took two hours to get our crescent plowed. I phoned the city engineers and they had the nerve to tell me that Jasper Avenue was next on their priorities list, right after uncle Cec's driveway. Who uses Jasper Avenue on a Sunday morning? And when they finally did plow the street they left a big pile of snow that our friends had to climb over when they came to watch the Super Duper Bowl. This city is not serving the people.
- I read in the Journal today the Mayor Klein of Calgary is right: Alberta is filling up with Eastern bums. There are so many in fact that there's no room for our own bums and layabouts. I'm going to

demand that city council establish an "Edmonton first" policy for entry into the single men's hostel and such places. Only after all Edmonton residents were taken would out of town bums be allowed in. They would all have to show identification, say a drivers license and two credit cards.

- It's Wayne Gretzky's 21st birthday today and I think this would be an appropriate time for city council to thank him for all he's done for Edmonton. We should rename the coliseum after him. Better still, we could rename Mayfair, or Hawrelak park for him. Also we could set up a Wayne Gretzky School Assistance Fund so promising young hockey players could get free grades while they are developing their skills.
- This business about people dying of cancer because all the beds are full at the Royal Alex hospital has got to stop. I suspect it's those easterners again, coming out here to get sick. Well I'm not a doctor but I remember when I was a little girl and anyone in our family was sick Mama gave them a spoonfull of cod liver oil and an enema and that got them out of bed pretty darn fast. I'll recommend the doctors at the Royal Alex try that.

Well Diary, that's enough for tonight. I'll need my beauty sleep and plenty more if I'm going to be ready to push some common sense through city council.