

"We don't discriminate"

CUPE women 'allowed to do men's work'

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— the result, a yield of a smaller income per year.

The task force questions this rationale.

Why should women be expected to occupy smaller rooms or eat less or travel less simply because, statistically, more of them live longer than most men?

In the light of the above discussion the task force recommends:

- That the survivor income benefit plan be made available to all married employees (common law relationships included); all widowed, separated, and divorced employees; and all single employees (with or without legal dependants).

- That statistical longevity calculated on the basis of sex cease to be a basis for calculation of retirement income benefits in the pension plan, and that the provision of annuities immediately be equalized.

FULL-TIME FACULTY

An examination of figures for average salary by rank and sex of full-time faculty at York University for the year 1972-73 indicates that female faculty earned less money in every rank above the instructor level.

In order to ascertain why there were discrepancies between average salaries of male and female faculty... a total of 189 questionnaires were analyzed.

This analysis indicated that for all ranks, on the average, females would receive \$500 more if they were men.

As a result of this study, the task force makes the following recommendations:

- That a presidential committee be set up to review the salary of every full-time female faculty member and every full-time male instructor with the aim of removing disparities in salary related to sex;

- That York University set aside \$229,000 to be paid as two years back pay to full-time female faculty members and male instructors judged by the committee to be entitled to such back pay.

- That York University set aside an additional \$114,500 to be paid to adjust current salaries.

PART-TIME FACULTY

Whereas the number of women in the full-time category is approximately one out of every five, in the part-time category approximately one out of every two part-time faculty is a woman.

Men and women part-time faculty are relatively comparable in terms of their degree qualifications and teaching experience.

Though the average present salary for part-time females is slightly higher than for males, there are more females in the lower salary brackets and a higher number of males in the higher salary brackets.

The task force recommends:

- That a senate committee be set up to consider problems relating to part-time people in general, but also specific problems relating to women. This committee should:

- Evaluate the possibility of a separate tenure stream to ensure some kind of job security for part-time faculty.

- Set up a standardized method of establishing salaries based on teaching experience, academic progress, and qualifications.

- Examine the inequalities specific to women and develop ways of overcoming these.

Since the task force thinks that one of the major reasons for the lack of women in some areas is the lack of encouragement of women to enter these fields, it recommends that the university attempt to implement changes at the pre-university level:

1. By providing information to parents, guidance counsellors, and

high school students that there is opportunity for women to work in all areas.

2. By sending university faculty to give talks in high schools, to parents' groups, and in the media which stress career possibilities for women in all fields.

3. By making close contact with community colleges, adult education centres, etc., to encourage female students to come to the university.

GRADUATE STUDENTS

Out of a total of 3,170 applications submitted to the faculty of graduate studies in 1972-73, 601, or 19 per cent, were submitted by women, and 2,569 (81 per cent) by men. The number of women applying to graduate school is strikingly low when compared to that of men.

Two hundred and twenty-three, or 37.1 per cent, of the women who applied were accepted, and 40.4 per cent (1,039) of the men were accepted. Two hundred and eighty-two, or 46.9 per cent, of the women were refused, compared to 40.3 per cent (1,036) of the men.

These figures demonstrate that the lower enrolment of women than men in the 1972-73 academic session reflects the lower application rate of women, rather than a restrictive admissions policy.

The task force recommends:

- That the university publicize the fact that women and men are being admitted to graduate school in fairly equal proportions to their rates of application. In fact, in the doctoral programme, a larger proportion of women than men were admitted in the 1972-73 session. Perhaps knowledge of these facts will encourage more women to seek higher degrees.

- That all graduate areas open their courses to part time students

and encourage part time students to apply.

SUPPORT STAFF

Of 991 employees, 81 per cent are female and 19 per cent male. In the categorical scheme, 35 per cent of the 346 employees are female, with 65 per cent male.

In the management and senior management positions, there is not one female in the senior management level at York University, and less than 19 per cent representation at the professional-management categories. The tiny fragment of females in managerial positions is utterly out of proportion to the number of female support staff, female students, and females in the general population.

Female support staff employees generally are older, have more years of service to York University, and receive the same or less monies than their male counterparts. The differences of higher male salaries in the categorical scheme can not be explained by age, years of experience, or years of service to York University.

In the light of a review of the data collected for this study, the task force makes the following recommendations:

- That a committee be set up, comprising at least 50 per cent support staff and at least 75 per cent female, to examine the validity of the whole grading system, with a view to developing a new system which will recognize and encourage initiative and merit, and be acceptable to the support staff.

- That this committee also examine why the majority of females are assigned to the lower portion of the grading scheme, to determine whether the assignment procedures are discriminatory by sex.

- That some method be worked out by which all female support staff members, especially those at present in the grading scheme, can take part in all decisions regarding their employment, since any failing of the system falls most heavily on them.

- That the current salary inequities be rectified as of July 1, 1975, for the year 1975-76.

UNIONIZED STAFF

The following statement was received by the task force from the secretary of CUPE (the Canadian Union of Public Employees), local 1356, on January 13, 1975:

"Males do all heavy cleaning and washrooms (operate heavy equipment). Females do dusting,

vacuum cleaning, emptying waste baskets. We have one female working as a lead hand cleaner doing men's work..."

"As of January 1975, there are 62 female workers and 98 male workers. If a woman has seniority and ability to do the male's job, she is allowed to bid for the job. The one woman cleaner is listed under general class cleaner. Other women are classed as housemaids. (Italics are those of the report.)

"There is a 56 cent difference between housemaid and cleaner per hour rate, but they both receive the same shift premium. Women are not discriminated against by our union contract. They have an equal voice in all union functions."

The task force recommends:

- That the university undertake to see that CUPE, local 1356, re-examine its classificatory system to make sure that, by the titles it chooses for its jobs, it is not discriminating against women, especially in the titles "housemaid" and "cleaner".

- That the university actively seek out women to fill some of the higher paid unionized jobs, such as carpenter, groundsman, cleaner, security officer, etc.

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