editorial

Some of our readers have questioned where the bias in an Excalibur editorial originates.

Some people believe editorials are the voice of student opinion while even more believe they are the voice of York's administration. But an Excal editorial is neither.

York's student body is so large and so diverse that Excalibur believes no one collective opinion on any issue can exist. How can roughly 40,000 students possibly come to a consensus on one issue? Our editorials should not be seen as an expression of student opinion.

Nor should they be seen as the soapbox for the administration, as Excalibur is independent. The administration has no authority, whatsoever, over content in any section. Nor does it have any method to sanction us over content with which it disagrees. If an editorial sides with the administration, it is because of the merit of the case and not because we are anyone's puppet.

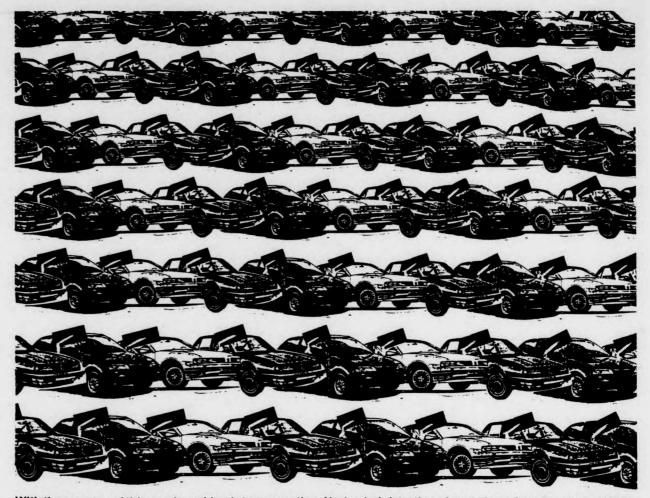
Our editorials will take sides.

But, editorials are not complete without a response your response. We encourage members of our academic community to think, to act and to write.

We welcome submissions — letters and columns — and encourage you to challenge us and yourselves.

If you give a damn, write. Make Excalibur your newspaper.

letters



With the success of this year's parking lot convocation, York administration plans to introduce Phase II in 1990: drive-thru service. ("Can I have a pickle with that please?")

Excalibur accused of publishing biased editorial on AIDS case

It was with weariness and annoyance that I read the editorial "biased reporting unfairly condemns York," Excalibur, June 8. Not once was it demonstrated how reporting on the Kelly case was "biased" against York. Surely, such an unsubstantiated claim shows Excalibur's bias against Ron Kelly and for York's administration.

Employing the on-the-onehandism technique that has become its trademark, Excalibur lays blame on both Kelly and the administration over the dispute that arose after York barred Kelly

Dear Editors:

Editor

Assistant Editor

I am glad Excalibur raised its voice concerning restricted summer hours at the library. They affect faculty too, as instructors and researchers. While past policy is a weak rationale, that of budget is stronger and points to the necessity for the academic community (librarians included of course) to maintain strong pressure on the administration to provide for our needs. I urge Excalibur to keep library hours at the forefront of your reporting.

Sincerely. lan Brooker Associate Professor

from one of his classes.

The editorial writer pretends to be unbiased, but it is the university's position that is given the most weight. Kelly's arguments that he is the victim of AIDS discrimination are rebutted by the university's position which is quoted at length and accepted as the ultimate truth in the matter.

It is implied that Kelly is a publicity-seeking megalomaniac intent on ruining York's otherwise sqeaky-clean image.

The Globe and Mail is falsely charged with "not investigating

the veracity of Kelly's claims," something which Excalibur has undoubtedly done, finding, as always, that the university, although "by no means faultless in this case," is really the victim of a vindictive student with AIDS

It seems that the new editor, Nancy Phillips, is quite content to continue Excalibur's shameful role of apologist for York's administration. Considering the levy hike the paper received earlier this year, York students deserve more from its "community newspaper."

Cosmo Vecchiarelli

Chinese students thank York for support

Dear students.

Chinese people will remember your reaction during the display at the East Bear Pit in Central Square from June 5 to 9. We got great help from the York University community. We are very grateful for all your support.

We received a total of \$1,687.95 from individuals and organizations. We will use this money to help the democratic movement in China through various ways.

We would like to thank the following organizations: Foreign Student Affairs, Science Graduate Organization, Chinese Student Association, Chinese Christian Federation, Jewish Student Fed-

Nancy Phillips

eration, Calumet College and Norman Bethune College. We will remember your help.

Sincerely, The Association of Chinese Scholars and Students at York (ACSSY)

analysis

York should lower flag for humanitarian reasons

Dear Editors.

I would like to clarify one or two points in the article entitled "Response to crisis" which appeared in the June 8 issue of Excalibur

In this article you note that I sent a letter to Vice-President Bill Farr asking him to lower the flag to half-mast as a token of York's sympathy to our Chinese community

Unfortunately, contrary to what is stated in the article, Mr. Farr has not responded in any way shape or form to my letter. As I understand it, he did respond to the verbal request of some others by stating that he would not lower it for political reasons.

In addition, it would be inappropriate for Mr. Farr to respond to my letter by stating that he would not lower the flag for political reasons. I stated in my letter that it is not the responsibility of the university to become involved in "the domestic political issues of another country." I suggested that the grounds for lowering the flag were more humanitarian in nature

To quote, "[m]any of our own students are losing friends and loved ones. And they are grieving. Surely we should at least express our condolences for our colleagues and our horror at what is happening in China by flying the flag at half-mast . . . Besides this, it seems to be that there should be, if there isn't already, a solidarity of

universities around the world. We are all fighting for the same thing: for the freedom to express our ideas and for the freedom to learn. This is being undermined by the Chinese government as they prepare, as news reports have it, to invade university campuses in Beijing. Surely York, as a university, cannot ignore these occurrences."

I hope that a response from Mr. Farr will soon be forthcoming.

> Yours sincerely, Deborah Dundas

Pay Equity to close wage gap

he Ontario Government made a move to close the 36 per cent wage gap between men and women by introducing Bill 154, The Pay Equity Act, last January.

The Act stipulates that employers in both the public and private sectors with over 10 employees must implement a pay equity plan. York, being a public sector employer with over 500 employees, must have a plan in place by January 1, 1990.

Pay equity is not the same as equal pay for equal work. While equal pay for equal work has been law since 1951 (i.e. an electrician must be paid the same whether male or female), the purpose of the Pay Equity Act is to provide a means by which those jobs traditionally viewed as "women's work" are not under-

The way the value of a job is determined is a complex process. Employers must determine how many groups exist within their organization. Each union at an establishment is considered a different group and must be dealt with separately.

"Job classes" for each group luation techniques All job must then be determined. Job classes are groupings of jobs with similar skills, responsibilities, duties, qualifications, pay scale and recruiting procedures.

There are two types of job classes, female dominated and male dominated. A job is considered female dominated when at least 60 per cent of the incumbents are female and male dominated when 70 per cent are male. Jobs that do not fall into either of these two classes are not subject to the Pay Equity Act.

If it is determined that there are female dominated job classes within the group of employees being considered, then the job classes must be compared to male dominated classes to ensure that there is no pay equity disparity.

If no male-dominated job classes are found within the group, then the evaluators must go to another group of employees to find a comparable job class. In the case of a union, another bargaining unit within the same organization may be used.

The comparison is then made by using gender-neutral job evaclasses are based on four criteria: skill, effort, responsibilities and working conditions. Using this technique, two different jobs may be compared as in the Pay Equity Commission's example of secretaries and groundskeepers.

If it is discovered, based on these descriptions, that there is a pay equity disparity, the university must close the gap. The Act notes that an employer may limit pay adjustments to one per cent of the previous year's payroll. However, any necessary adjustments must be completed within seven years from the time of posting the pay equity plan.

Pay equity plans must be negotiated between the employer and unions at any organization where a union exists. Otherwise, the employer can come up with a pay equity plan independent of their employees. At York, this process will be occurring separately from the normal contract negotiations that are carried out at this time of

Glenn Rampton, Vice-President of Human Resources,

cont. p. 5

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