

York Faculty union and university strike tentative settlement

By VINCE TORRIERA

After four months of negotiations the York University Faculty Association (YUFA) has reached a tentative settlement with the administration, leaving the deal to be approved by YUFA's membership in mid-October.

The four main areas of dispute were: compensation, pensions, appointments, and mandatory retirement. William Farr, Vice-President of York and Director of Finance and Administration, said that the settlement is an "effective compromise."

Farr noted that in the area of compensation a two year agreement has been reached. "Rates will go up to 7.5 per cent in the first year and 7.7 per cent in the second year, but they (YUFA) also agreed to delay implementation in each year a little bit. So the university saves two thirds of one per cent in the first year and one half of one per cent in the second year."

YUFA was originally asking for a nine per cent increase over one year or 15 percent over two years in pay.

YUFA was also seeking an improvement in the formula for calculating a minimum guaranteed pension which would result in about a 5.5 percent increase in the value of the average guaranteed pension.

Farr said that the "administration has agreed to recommend to the Board of Governors (BOG) that \$4

million of the pension fund surplus be used to improve" those pensions which are significantly lower than the average.

While YUFA was demanding that a definition of the president's role in faculty appointments be set, Farr said that there was "no change in this area."

YUFA also wanted to see a reduction in appointments to part-time faculty members, but Farr said that the settlement did not cover this issue either.

YUFA was also pushing for the abolition of mandatory retirement. Currently mandatory retirement stands at 71, and Farr said that the union dropped the issue late in the negotiations. Michael Copeland, spokesman for YUFA noted that the area of mandatory retirement has "very minor real impact."

The settlement also includes an affirmative action program which will require departments with less than 30 per cent female faculty to give hiring preference to women.

The next contract negotiations do not begin until the spring of 1989 and Farr said that the past round of negotiations was extremely productive. "I thought that YUFA acted very responsibly in these negotiations."

According to Copeland, ratification of the settlement will take place at a general membership meeting scheduled for October 22nd.

Seminar exposes Third World

By PAULA TORNECK

For the past 40 years, the World Service of Canada (WUSC) has been organizing seminars in order to give Canadian students an opportunity to gain first-hand exposure to the problems of a Third World country.

Thirty students, out of hundreds of applications, are selected annually to attend the seminar which is held in a different Third World country every year. The selection process takes place in two parts. First, the applicants send in a written proposal explaining their reasons for wanting to attend the seminar and a topic which they are planning to research during the seminar. They then send their proposals into one of WUSC's headquarters—York University's headquarters is located in the Office of Student Affairs (124 Central Square).

Once this has been accepted, an oral research proposal is made before a board of WUSC coordinators where the applicant elaborates on his or her chosen topic. After this, the coordinators on each campus select a number of applicants which will enter the final round of competition in Ottawa. This year, over 170 applicants were forwarded to Ottawa for final consideration. This year's seminar was held in Zimbabwe.

Dwight Lubiniecki, a York student who attended last year's seminar, said, "It was the most profound experience of my life; I would recommend any person to go. It is something you will remember for the rest of your life," he added.

The seminar last six weeks which Lubiniecki said was "long enough to get a feel for the country." The first two weeks of the seminar were held at Glen Forest Training Centre which is a government institution

especially created to help people improve their skills in building and agriculture. Here they received a series of lectures from various government officials. Even with all this work, Lubiniecki said, they still managed to travel and experience Zimbabwe's culture. One of these excursions led them to Victoria Falls, discovered by the renowned Dr. Livingstone.

Their next week was spent in Bulawhale where a series of lectures was combined with a first-hand look at the different cooperatives. "In some instances, the reality of the co-ops and the political ideals of the lectures did not go hand-in-hand," said Lubiniecki.

After this, the 30 students concentrated on their individual topics for a few days. They are set up in 'hometays' which are designed for a student to gain insight into their respective research topics.

Once the group was together again, the rest of the seminar's time was spent on more travel and lectures. "We also get wined and dined by many of the state officials who also

give us a lot of contextual information on our research," said Lubiniecki.

Five of the 30 students on the seminar, Lubiniecki being one of the five, were then selected to attend an additional seminar held by the Mozambiquan government. From this experience they have decided to form a national student movement dedicated to supporting Mozambique. Their aim is to send a petition to Prime Minister Mulroney at the Commonwealth Conference to be held in British Columbia in October. The petition carries two objectives: To take a leading stand in providing aid and support to Mozambique and to impose full economic and diplomatic sanctions against South Africa. Presently, South Africa is supporting the National Mozambique Resistance which is trying to overthrow the Mozambiquan government.

This year's WUSC seminar is to be held in Mali. Applications can be picked up at the Office of Student Affairs. The last day to hand in applications is November 6.



BACK FROM AFRICA: Dwight Lubiniecki, Barbara Grey, and Ann Bunting recently returned from WUSC's seminar in Zimbabwe.

Continued...

Senate Policy on the Academic Implications of Labour Disputes Resulting in the Disruption or Cessation of University Business

3. In exceptional circumstances a course may appear to be irredeemably affected in the opinion of the course director and/or most students. They may then approach their Faculty Council to request that the course be deemed ineligible for credit. If the Council agrees, the Senate will be asked to declare the course cancelled.
4. Individual or group appeals regarding changes to academic regulations as indicated in (1) through (3) may be made directly to the Senate Appeals Committee;
5. Under (1) through (3) above a Faculty committee having responsibility for examinations and academic standards may itself initiate requests to its Council for action. In exceptional circumstances the Senate Committee on Curriculum and Academic Standards may request that the Senate act to ensure that regulations are changed or courses cancelled under (1) through (3) above.

VI. Procedures for the Dissemination and Operation of Senate Policy

1. A notice regarding the possibility of rescheduling following a disruption of classes is to be included in any university publication of sessional dates. Each unit Chair, each College Master and Academic Advisor, each Dean, and the offices of student or college councils and campus newspapers will receive copies of this policy statement for reference every year.
2. In the event that a labour disruption appears to be likely in the near future:
 - a) the Senate Executive (understood in the remainder of this document to include the Chair of the Committee on Curriculum and Academic Standards and the Chair of the Senate Appeals Committee or such other members of these Committees as Senate Executive shall deem necessary) will meet to plan an appropriate response, in accordance with this policy and to arrange for a continuing review of events;

- b) the Senate Executive will ensure that the normal informational channels are alerted so that Senate policies and decision will be reported widely and accurately; and
- c) the Senate Executive will prepare appropriate notices to remind or notify students, course directors, Faculty Councils, unit chairs and Deans of their respective roles in giving effect to Senate policy and will ensure that this information is disseminated speedily.
3. Should a disruption occur, Senate Executive will meet regularly to monitor the situation.
4. If a disruption is of short duration, so that it appears that course directors may take remedial action without a formal extension of published teaching terms and examination dates, at the end of the disruption the Senate Executive will request that Deans ensure that proper procedures are being carried out.
5. On the seventh day of an on-going disruption the Senate Executive will announce that all half-courses and one-term full courses will require substantial remedial action as described earlier and will so notify unit chairs, deans, and Faculty councils. Because other considerations than the loss of instructional time may call for similar action in certain other courses at this date, or within the next week, notification will include a reminder to that effect. A similar notification regarding full-year courses will be issued on the fourteenth day of a disruption. Suitable dissemination of these decisions will be speedily effected within the student body.
6. The Senate will meet sufficiently often during and shortly after a disruption to be apprised fully of actions taken under this policy by Deans, Faculty Councils, and the Executive Committee and initiate any action which it deems appropriate.
7. At the termination of a disruption appropriate notices will be made to students and course directors of the procedures then in effect under this policy.

YUSA represents more than 1000 clerical, library, computer and technical support workers at York University. We are seeking

- equal pay for work of equal value
- minimum standards for computer workstations (for example, adjustable chairs and tables, high resolution monitors)
- computer training

and other improvements to our working conditions.

We regret that students are caught in the middle of labour-management relations, but hope you will listen to what we have to say.

The more support YUSA has, the sooner we can all get back to work.

We hope we can count on your support.