



*BISHOP'S LARRY SMITH was about the only threat that the Gaiters had in Sunday's 53-2 drubbing at the hands of the Golden Bears. With the win, the Bears earned the right to play the University of Western Ontario Mustangs in the Canadian College Bowl in Toronto Saturday. But this time, Smith (22) found the hole to be non-existent as Andy McLeod (51) and a herd of others were there. (See story on page 10.)*

## CUPE NEGOTIATIONS BREAK DOWN

### Lancaster to ask for conciliation

by Bob Beal

Negotiations between the Students' Union and the SUB workers' CUPE local, which seemed to have progressed to a mutually satisfactory agreement, may now have reached an impasse.

composed of one representative from each party involved and an independent chairman appointed by the government. If the parties still refuse to agree, or if the CUPE local does not want to go to the board, a strike is probable.

Students' Union General

they disagreed has been cancelled.

On the basis of a letter Lancaster wrote to Ness outlining CUPE's interpretation of each individual's salary it seems that the two parties are too far apart to come to a mutually satisfactory agreement.

people -- we talked positions". The two parties later discovered (after the negotiations) that they couldn't agree to fitting the individual workers into the agreed-upon salary schedules.

For instance, they assumed that if a person had worked here for two years at a job which, at the time he was hired required no experience but which now, under the new descriptions requires two years experience, would be categorized as having had the necessary primary qualifications when hired. This person, CUPE says, should not be placed in a lower category because they had no experience when they were hired for a job which now requires two years experience.

Ness says the CUPE local is saying that this person should be regarded as having had four years experience in that job whereas in fact they have only had two.

Ness says that the CUPE demands are now "totally unreasonable. It amounts to increases that are 20 to 25 per

cent in many cases. We had agreed, in the negotiations, to a maximum of a ten per cent increase. The Students' Union simply cannot afford to meet such demands and on moral grounds, if nothing else, I would resist it."

Percy Wickman concedes that some CUPE proposed increases may be above 20 per cent but that this only affects the workers at the low end of the salary scale and that it was part of an attempt to close the disparity gap. "To realistically increase the salaries of the people at the bottom we felt we had to give them higher percentage raises than those at the top." Wickman said. "I thought Darrell knew what percentage increases we were proposing and that he had accepted our proposal in the negotiations."

Lancaster sums the situation up by saying: "If Ness wants to accuse us of being unreasonable, it would seem that bargaining in good faith (which we thought we had been doing) is bullshit on the part of Darrell Ness."

### CUPE DISPUTE BACKGROUND ON PAGE 6 & 7

Leo Lancaster, the CUPE representative who has been bargaining with the Students' Union on behalf of the SUB workers for pay increases and other benefits said last night that negotiations have now broken down to such an extent "that I will recommend to the SUB local that they go to conciliation."

If the SUB staff agrees to go to conciliation, the provincial government will appoint a conciliator who will examine the dispute and issue recommendations. If either or both parties refuse to accept the recommendations of the conciliator, the dispute could go before a conciliation board

Manager, Darrell Ness, who has been negotiating on behalf of the SU said he doesn't "fear conciliation at all. I have no doubt that the board would rule in our favour."

The problem is that each side refuses to accept the other's interpretation of each worker's job.

They had come to an agreement on a salary schedule and categories for the workers but later discovered that they could not agree on where each worker should be in the schedule and categories.

A meeting between Ness and Lancaster, which had been scheduled for tomorrow to discover just where and how

Ness said that CUPE and the Students' Union seemed to agree on only seven individual's salaries. They disagree sometimes very widely, on the salaries of the other 25 CUPE members.

Ness said that he could not understand the disagreement. He was especially perplexed by the variance of disagreement between the two interpretations of the salaries of the individual workers.

He said "on some individual's we seem to be very close to agreement but on others we are extremely divergent."

The problem, according to Ness, is that during the negotiations "we didn't talk