

# Manitoba faculty women are getting the short end

WINNIPEG (CUP) -- The University of Manitoba (U. of M.), may be contravening sections of Manitoba's Human Rights Act, Equal Pay Act, and the Employment Standards Act.

This was revealed in a report by the U. of M. Faculty Association (UMFA), Status of Women Committee.

The report showed that women faculty members at the university were paid considerably less than their male counterparts. In no classification—lecturer, assistant professor, associate professor or full professor is a woman receiving the same pay as her male peer.

The majority of the women faculty members are concentrated in the lower classifications. There are only 12 women in the highest paid category, that of the full professor and the average salary is about \$2,900 less than their male counterparts.

Although there are more women in the lower strata of the salary structure, at no point do their numbers approach half the number of males in the same category.

Though the differential is usually less in the lower classifications the higher proportion of women in

these classifications creates an average differential of about \$3,500.

If the administration does not feel that it can deal with the salary differential now, setting aside the money needed to equalize the salary differentials, and establishing a joint committee with UMFA to administer the monies, UMFA intends to bring the issue to the bargaining table.

The administration received a copy of the report in early August. The president of the university said that the matter is under consideration and a reply to the UMFA should be ready soon.

The Faculty Association believes that most of the matters raised in the report are already covered by existing labour laws and that the university has a responsibility to conform to existing Human Rights, Equal Pay and Employment Standards legislation. The association believes the university must show that the salary differentials are not discriminatory.

There is an obvious sign of slow promotion among the women faculty. The women in each

category have more years of service than the male counterparts. In the classification of full professor, women average more than six years experience than men.

The only exception to this occurs in the lowest paid lecturer category where the years of service are almost the same for either sex.

The Status of Women Committee has recommended that a portion of the university's 1974-75 budget be set aside to equalize salaries.

The UMFA Status of Women report also recommended that the university be urged to provide maternity leave for female faculty members.

The report indicated their support of the Canadian Association of Universities Teachers' (CAUT) policy regarding maternity leave which indicates that the maternity leave should provide for a maximum full paid leave of three months, and an additional leave of another three months in case of sickness or disability at the usual rate of disability pay.



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## Reaction to Indian—RCMP confrontation said varied

OTTAWA (CUP) -- Reaction to the violence displayed during the demonstration of the Native People's Caravan on Parliament Hill and the demands of the Indians has been swift and varied.

Native leaders have condemned the actions of the RCMP while government leaders have said it was necessary. Native leaders say the demands of their people are legitimate while the government says it will negotiate only under its own terms.

"I was at the demonstration and saw some ugly things that saddened me. Looking back on it, it looks like provocation on the part of the police. When you see police lined up five deep and soldiers armed with bayonets it looks like provocation. The reaction on the part of the demonstrators was natural but I'm sure that not all the people there wanted what happened," said Wally Firth, NDP Member of Parliament for the Northwest Territories and a Metis himself.

"I've been involved in the native movement in the North all my life and it hurts to see this happen. I have mixed emotions. It looks like I'm behind the wall being protected by those same soldiers and police but I want to be out there with my people."

In the House of Commons on Tuesday (Oct. 1) Firth raised a motion seeking the unanimous consent of all parties to have matters of social and economic conditions of the Indian people put before a special meeting of the

Committee on Indian Affairs and Northern Development. But the Liberal majority did not go along with the motion.


He also asked Judd Buchanan, Minister of Indian Affairs and Northern Development, what he was going to do about the depressing housing conditions on reserves. Buchanan told him that Indians would have to accept greater responsibility for their housing.

Firth also blasted the government for not making any reference to native problems in the Throne Speech. He sees this as a clear indication of the priority the government attaches to these issues.

## We're going to get burned

(CUP) -- According to two Harvard scientists, the Freon gas contained in aerosol cans is breaking down the earth's protective ozone shield, allowing higher levels of ultraviolet light to reach the surface. Initially this could mean higher incidences of skin cancer and similar problems.

According to Dr. Michael McElroy and Dr. Steven Wofsy, even if the use of aerosol gases is stopped immediately, the atmospheric ozone layer will be depleted five per cent by 1990. If the gases are not immediately banned—that depletion may be as high as fifteen or twenty per cent.



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## Boys rob bank

FABENS, Texas (CUP) -- Bank officials in Fabens, Texas are still pretty embarrassed over a recent robbery.

They say that four young boys, aged 10, 13, 15, and 16, wandered into the local bank and started asking officials all about banking—things like what's in the vault, where's the money kept, and what's behind the teller's cages. Officials say they sounded as if they just wanted to be bankers when they grew up, but after a while they became a nuisance and were asked to leave. The boys returned, however, and poked around the bank for a few minutes before leaving again—this time with \$6,000.

So far, three of them have been apprehended but one ten-year old is still at large—studying banking, no doubt.



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