

# THE GAZETTE

DALHOUSIE UNIVERSITY

Faculty claims victory

## Strike ends at Art College

By TOBY SANGER and CLAYTON BURNS

Nova Scotia College of Art and Design students returned to their classes and studies yesterday after the faculty union gained substantial concessions from the administration in their first collective agreement, ending their 20-day strike.

The union got board approval on the most important issues including job security, grievance and arbitration procedures and peer review. Faculty members got less than they were asking for in salary equity with professors at other universities but union president Alvin Comiter says this was because salary increases were not on the top of the union's bargaining list.

NSCAD faculty members can no longer be released at the discretion of college president Garry Kennedy, says Comiter.

If peer and student evaluations of a faculty member are positive but Kennedy's evaluation is negative, the member under review can go to grievance and binding arbitration, Comiter says.

NSCAD had no grievance procedures in the past except for the discretion of the college president.

Now, if there is a dispute about whether a faculty member should be released, the issue will go to arbitrators agreed upon by the faculty and school administration, a list of which has already been agreed upon by the two parties.

Comiter says the union also won important concessions dealing with job security. The board agreed to continuing appointments after a probationary period for faculty members, subject to review every five years if there are any complaints.

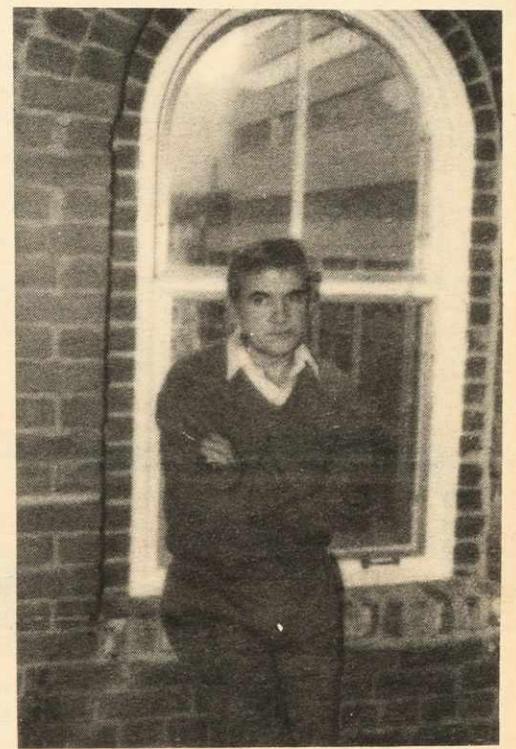
As a result of the contract, NSCAD can only fire its teachers with long-term contracts by

showing just cause for dismissal.

The agreement does not give the faculty salaries equal to professors in other universities but the board has agreed to work towards equity, says a union negotiator. Faculty obtained an average 11-per-cent salary increase and, most importantly, got board approval for a salary scale rather than leaving the decisions to the discretion of the president.

Studio teacher Stephen Horne says the strike was a "real victory" for the faculty, not only because of concessions on some of the greatest inequities, but also because it has brought the faculty much closer together.

"Everybody has a stronger  
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Alvin Comiter, NSCAD faculty union president at left, and Garry Kennedy, NSCAD president at right. Photos by John Sadoway, King's College.

## University makes the most waste

By GEOFF STONE

According to a special waste management study conducted in the Halifax-Dartmouth area, Halifax universities produce over 90% of the radioactive waste generated in metro.

The management study, presented this summer by Porter Dillon consulting engineers, to the provincial government, says Halifax universities produce about 11,000 kg of radioactive waste per year. Other sources of radioactive waste include 500 kilograms from the defense services and small amounts from hospitals and research.

The major producers of waste on campus are the labs located in the Sir Charles Tupper Medical building on the Dalhousie campus.

According to the Radiation Safety Committee at Dalhousie,

8,840 kg of radioactive material is incinerated in the basement of the Tupper building per year. But according to Forbes Langstroth, one of the two safety officers, much of this "is not hot material". Langstroth stated that as a whole the garbage incinerated had levels of radiation that were well within the permitted limits.

Regulations for the levels of radioactivity permissible are set by the Atomic Energy Control Board. Estimates done by the safety committee show that levels of radiation at the Tupper incinerator are only three per cent of the limits.

Other faculty members and graduate students at the Tupper were also positive about the safety of radiation usage at Dalhousie, though a few were not aware of some of the isotope-related research here.

Disposal of the radioactive

waste is done by putting the waste from experiments into plastic bags and boxes marked for their specific isotope and radiation level. Garbage from experiments ranges from vials of toluene used in testing, to animal carcasses injected with isotopes.

After the radioactive material is packaged, it is brought to the basement of the Tupper where it is burned in the building's incinerator.

According to Lothar Schluter, safety officer for the Tupper building, levels of radiation tested at the incinerator were "not detectable above background radiation." Schluter also noted that the inspections by the Radiation Safety Committee and the AECB were frequent and thorough.

But Susan Holtz, a member of the Ecology Action Centre in Halifax, questions the appropri-

ateness of the AECB regulations. She says the AECB's 5 REM per year limit on exposure for lab workers would cause five times the amount of fatalities as in a good industry. "Five REM's is not a safe limit, it is the set limit."

Once the waste has been incinerated, it is disposed of at the local landfill site by BFI Waste Systems, the local garbage collectors for the Dalhousie campus.

Regulation by the AECB permits one scheduled quantity of radiation for each box of material to be incinerated, and all boxes disposed of by the Tupper have had no more than one third of that amount.

Langstroth agrees there is reason to doubt that the disposal of a large amount of waste would not be subject to human error, but he feels that the regulations give "further allowance for human error."