



**Crack a pack of Colts
along with the books.**

C.Y.S.F. BY-ELECTIONS

Nominations are open
until
Oct. 19, 4:30 p.m.
for

1. Board of Governors
Representative
2. C.Y.S.F. Director University
Affairs
3. C.Y.S.F. Director Women's
Commission

*Nominations and Rules can be
picked up in
ROOM 105
CENTRAL SQUARE*

York Unions

During the past three and a half months the YUFA Negotiating team has met fifteen times with the Administration's negotiators. Our original demands ratified at the YUFA General Meeting of May 23, 1979 and first presented to the Administration on June 5 were primarily directed towards 1) obtaining improved tenure and promotion procedures explicitly written into the Collective Agreement 2) increasing the power of arbitrators particularly in settling disputes over appointments, and 3) achieving a compensation settlement that would include an automatic CPI*, cost of living allowance to take account of the 9.4% inflation rate, an anomalies payment designed to correct some of the grossest salary inequities (from what we knew was very incomplete data we estimated this would cost approximately 1%), a salary catch-up factor designed to raise York's salaries over 3 years to the Ontario average (estimated first year costs 1.6%) and an improved benefits package (better dental plan, greater Administration contribution to O.H.I.P. premiums, raised ceiling on housing loan, increased life insurance) which we estimated would cost 1%. Thus the total would be 13% plus C.P.I. It should be noted that these compensation demands were developed before the university Administration revealed that it had achieved a surplus of 1.4 million dollars during the financial year 1978/79. And of course it should be noted that these demands were an initial negotiating position.

The university Administration responded with its initial offer on June 21. That response included a package of 2¼% general adjustment, ¾% merit, plus a CPI, no movement at all on Tenure and Promotion procedures or powers of the arbitrator and an aggressively managerial stance particularly on matters of workload and outside employment. In the bargaining that took place over the next six and a half weeks we modified our compensation demands by dropping the 1.6% catch-up and increasing the anomalies factor from 1% to 2% when our anomalies correction procedure was costed at much more than 1%. The Administration abandoned some of its most egregiously aggressive managerial positions, especially in the area of outside employment.

On August 7 the Administration presented a revised compensation offer which the YUFA negotiators evaluated at 3¼% & CPI. Regarding this one-quarter percentage point move as being insultingly trivial, YUFA declined to make a new counter-compensation offer.

On September 13 the Administration presented a new compensation proposal of 3½% scale adjustment, ¾% merit, and CPI but once again made no move at all on the key non-monetary matters of Tenure and Promotion procedures and powers of arbitrators.

YUFA responded on September 18 with a new set of compensation demands costing in the aggregate 10.4% plus CPI (scale adjustment 9.2%, anomalies correction 1%, benefits .2%) together with a repeated insistence that these negotiations must include real negotiations on those vital "terms and conditions of employment" issues — Tenure and Promotions procedures and powers of arbitrators.

While York University has generated surpluses totalling over \$2¼ million in the last 3 years, while living costs in Toronto are almost the highest in Canada, York University faculty salaries have been clearly below the average of other Ontario Universities and have continued to fall even farther below that average. The YUFA Negotiating team is determined that this condition will continue no more, that the York Administration will give substance to its words and oft proclaimed wishes and begin the much needed process of correction. Even President H.I. Macdonald himself has on many occasions stated his commitment to bringing York Faculty salaries up to the provincial averages. More specifically this year's YUFA Negotiators will only recommend acceptance of an offer which is markedly above the average of settlements at other universities in the province.

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