

Faculty Association settles with administration

by C. Ricketts

Heated negotiations between Dalhousie and its faculty union ended finally December 16 with ratification of a two-year agreement.

The two main stumbling blocks, a "fair procedures" clause and a union security formula, found both sides dissatisfied in the end.

The talks were bitter, highlighted by a faculty demonstration during the November grad ceremonies, and a strike vote in early December as a result of a four-month stalemate at the negotiating table.

"Some pretty serious compromises had to be made - I don't think either side is very happy," says Dr. Michael Cross, who acted as mediator in the dispute.

Both Dr. Patrick Kerans, chief negotiator for the Dalhousie Faculty Association (DFA), and Board of Governors chief negotiator Dr. David Cameron are pleased the ordeal is over with a negotiated settlement.

DFA membership turned up at the polls to ratify the collective agreement with a four-fifths majority.

The new contract is retroactive to July 1, 1982, when the old contract expired. Salaries and benefits will amount to 11.1 per cent for the first year and approximately 9.6 per cent in the second. Arrangements were made to distribute pay and benefits retroactively before the year was out to allow income to be taxed in the same year it was earned.

Cameron thinks the salary increase is "a responsible settlement in light of what other universities have given", although he expresses concern the increase in salaries will increase the university's deficit.

Kerans is pleased with the inclusion of the "fair procedures" clause. This enables grievances to be lodged against the Board if an individual is unhappy with the Board's decision when it seems inconsistent with the collective agreement.

"We're glad it's there. It doesn't really make any difference if it was included in section six (management rights) or section eight (Board-DFA relations)," said Kerans.

Cross thinks inclusion of the clause is a "significant matter". "It was a difficult concession on the part of the Board," he says.

The Board believes the clause will "create a catch-all grievance" according to Cameron. "We'd be put on the spot to demonstrate what we did was fair," he said.

Neither the DFA nor the Board is pleased with the compromise on union security. "It's certainly not the Rand formula, not what we were looking for," said Kerans. The final agreement gives all incoming members the option to apply for conscientious objector status before an appeals committee. If successful, the equivalent of union dues will be paid to a scholarship fund. A quota

was imposed to limit objector status to 16 or 2.5 per cent of the membership, whichever is the lesser number. Currently there is one vacancy.

The DFA wanted all incoming members to the bargaining unit to pay union fees directly into union coffers, allowing for existing conscientious objectors and those who had previously applied for objector status, to direct equivalent money into the scholarship fund. The Board maintained all incoming and



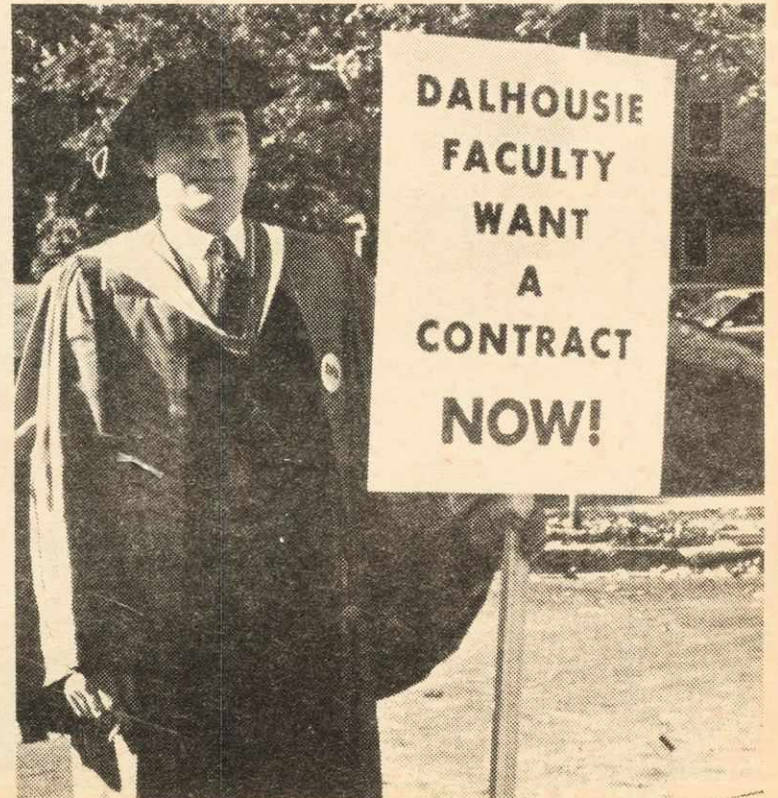
Pat Kerans, DFA chief negotiator

existing members should have the right to opt out of paying dues directly to the union.

Cameron says there are significant changes relating to promotions, and the new agreement "ought to put greater emphasis on quality of teaching", which he regards as preferable to the "passage of time" criterion. He suggests there will also be "a greater flexibility to accomplish staffing reductions and shifts" than existed under the old contract.

There have also been significant changes in the contract to involve the DFA and administration more formally "in a continuous exchange of information". Cameron thinks there are the "makings for a better relationship" between the DFA and the Board.

Had both mediation and arbitration failed, the DFA would not have been in a position to strike, based on December's vote. Seventy-one per cent of the bargaining unit voted, with 299 members for the strike and 283 against it. With a membership of just over 820, half plus one were needed to vote "yes" before any strike action could be taken.



They got it, finally!

Tim Hill appointed VP External

by Bobby Morrison

Tim Hill, the controversial former Student Council President at SMU, has entered the Dalhousie political world with ambitious undertakings in the office of Vice-President (External).

Since his appointment to the position in early December, Hill has accomplished a lot - three reports pertinent to the function of his office have already been completed. The VP (External) is responsible for political issues affecting students and maintaining links with other student political bodies.

The controversy in appointing Hill stems in part from the fact he resigned from the Presidency at Saint Mary's in the middle of his term in order to enter Dalhousie Law School last September.

Despite the controversy surrounding Hill, student union President Peter Rans said Hill is well qualified for the position. "He was an excellent president at Saint Mary's, and has experience with the Student Unions of Nova Scotia (SUNS), having worked with them before," he said.

Rans conceded the screening committee was concerned whether Hill would be able to work comfortably in his dealings with Saint Mary's as Dalhousie's VP (External). It felt some members of the SMU Council might hold some feelings of animosity because of Hill's resignation. This was soon found not to be the case.



Tim Hill exalts in his new-found power as Vice-President External. After President of SMU's council, it might be a step down, but there's always time, y'know.

Hill said he found "no resentment in the Executive" when dealing with the SMU Council. "They appreciated my reasons - I could have given up the opportunity (attending law school), but it was what I always wanted to do." Added Rans, "Everyone at Saint Mary's was of course disappointed with his resignation, but most understood it was based on an academic priority."

When asked why he is involved in politics again, Hill replied as long as he could spare the time, he would always be politically active. He added in his present situation he has enough time for both law school and his council position.

Rans said one of Hill's most favorable characteristics is that he is a prolific worker. He added Hill had accomplished as much in his

shortened term of office as President at SMU as most presidents could hope to accomplish in a full term. In reference to Hill's performance in office to date, Rans said his strongest quality is his ability to "take on realistic projects and complete them".

Hill's first report was a comprehensive review of the Canadian Federation of Students (CFS). In particular, it stressed the conflicting relationship that exists between SUNS and the Central Committee of the CFS. The report was presented by Hill at a meeting of the Central Committee held in Dartmouth last Sunday.

In early January, Hill, working with Peter Rans, prepared a position paper clarifying Dalhousie's view of the proposed reorganization of SUNS.

Recently, Hill distributed a report on Student Aid in Nova Scotia to the Student Council. It addresses the confusion caused by changes in criteria for obtaining aid in Nova Scotia effective this academic year. Its purpose is to inform students how much money they can actually expect to receive in bursaries. For example, a student expecting to receive a \$1700 bursary might only receive \$800 due to the change in policy.

When asked about rumours of his possible candidacy for the position of President in the spring, Hill would neither confirm nor deny them. Instead, he whimsically replied "no comment".

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