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YUSA ratifies new contract; strike averted by 11% increase

By JAMES BRENNAN

The York University Staff Association (YUSA) ratified its first one-year contract with the University on September 1st, averting a strike by York's technical, secretarial and clerical staff.

A strike by YUSA seemed inevitable in mid-August when the administration demanded the inclusion of a clause on management functions which in effect would have made grievance procedures almost totally ineffective. After the YUSA executive had been authorized by the union to call a strike if necessary, the University capitulated on the issue of management rights, and later compromised on a wage settlement.

YUSA's original wage demand for a raise of 15 per cent or \$1500 whichever is greater, was reduced to a final settlement of 10 per cent or \$950. Though less than they had hoped for, this "either-or" clause ensures that York's lower paid workers are not forced to accept a percentage increase on an already low salary. Thus the agreement works out to an 11.3 per cent across the board wage increase.

The contract also includes standard clauses concerning maternity leave, paternity leave, sick leave, insured benefits, vacation and holidays. When considered along with these benefits, the wage settlement represents an increase of about 13 per cent across the board.

The YUSA settlement represen-

ts years of efforts to unionize the staff at York. Formerly a sort of social club, the Staff Association finally gained union status in December 1975. Certification followed two and a half years of negotiations with the University as to which employees could be considered union members and which were to be regarded as management personnel. Claims by the administration that YUSA was a management-dominated "sweetheart" union subsided after a letter writing campaign sent 300 letters of protest to York President Ian Macdonald.

While negotiations on certification continued with the administration, the YUSA executive began formulating initial contract demands with its members. By mid-February formal negotiations with the University had begun on a weekly basis. As early as May 5th York unexpectedly announced to the YUSA negotiating committee that it had applied to the Ontario Labour Relations Board (OLRB) for conciliation. This action was termed "premature" by the YUSA negotiating committee in its May 5th membership bulletin.

Not long after conciliation proceedings had begun, the University applied for mediation. Again YUSA felt this to be premature, and by the end of July it became clear that a deadline was needed if progress in the talks was to be made. Ken Hayes, acting chairperson of the University Bargaining Committee main-

tained that the applications for conciliation and mediation were justified in that "the university or the union had the right to call upon the services of the OLRB at any time during the negotiations if they felt it necessary in order to get on with things."

Around the beginning of August the two parties were deadlocked on the issue of management rights. YUSA were willing to concede "residual rights" to management but not to submit to an article included by the university designed to reduce the union's effectiveness in grievance procedures. This article meant that the University's "judgement" could not be overruled by an arbitrator, should a particular grievance go as far as arbitration.

"Unfortunately, the GAA had already agreed to it which put us in a somewhat difficult position," commented Liz Mitchell, chairperson of the YUSA negotiating committee. "The university was trying to pressure us into it since the GAA had accepted it. The contract would have been worthless with that article in it."

With the help of John Lang from the Conference of Canadian Unions (CCU), YUSA discovered that this article was unheard of in other unions.

"YUFA and CUPE sent letters of support. All the unions realized that if YUSA backed down on this article, then CUPE would be next. So we all sort of banded together and this helped us remove the article."



John Hoyles, Residence Tutor of Stong College, carried the flag of the Green Army to victory during Stong's orientation cream pie war. Hoyles, above, was not quite as victorious as the flag.

Financial disasters hover over Radio York

By DAVID SALTMARSH

In a last minute move, Radio York was saved from a possible shut-down by a major organizational move that will see the station run more like a business, than a club.

Richard Gould, station manager of Radio York, is working with Evan Leibovitch, vice-president (communications) of CYSF, to develop a workable formula to run the station.

"The station will be a business, so we can be more responsive and pay off our debt", said Gould. In previous years the station accrued a debt in excess of \$10,000. Under the new arrangement the first \$2,000 of station revenue will go towards the debt and afterwards a "high percentage" of advertising revenues will be used.

The crisis that resulted in the re-organization of CKRY occurred when Becker, in a memo sent to the station, demanded a joint commission comprised of faculty and members of CYSF's Radio York committee. The commission would decide the future of CKRY and consider a number of options, including closing CKRY.

In response to the memo, Gould got together with Leibovitch and CYSF speaker George Manios to draw up a business-like structure for the station that would be acceptable to council. Becker then agreed to rescind the memo on the condition CYSF endorse the new proposal. As the CYSF meeting Monday night, the structure was presented in the form of a resolution, which was then endorsed by council. Radio York commenced operation under the new structure Tuesday morning.

The restructuring of CKRY retains Gould as Station Manager, answerable to a Radio York Board

comprised of members of CYSF and CKRY staff. There is also a seven person executive which is composed of the two assistant station managers, music director, news director, programme director, production director and sports director. Unlike a club, persons joining Radio York will be assigned to a specific department, and will work within that department. After a while this person may be put on the air, but will still retain the original responsibilities. The idea of this structure is "to make the operation of the station as efficient as possible without restricting the artistic creativity of the department heads".

Student Patrol forms at York

By ANNA VAITIEKUNAS

The York Security department is currently studying the feasibility of a student patrol force on campus to keep a watchful eye on the colleges and other designated areas at night.

The student patrol force if implemented would act as an intermediary group responsible to the York Security police. The exact role and function of the force, however has yet to be determined.

The students, according to the York Security director George Dunn, would wear a uniform, possibly a jacket or coat, to indicate who they are without being 'overbearing'.

The security department expects to hire at least eight students for night patrol or more, depending on the workload the students want to take.

Summer council "a zoo": Edson

By MICHAEL HOLLETT

It has been a stormy summer for the Council of the York Student Federation (CYSF) with some of the fiercest Council meetings in years. Shouting matches, a walkout and even an attempt to remove the speaker highlighted this summer's meetings.

The council is controlled by President Barry Edson and his 14 supporters, known as the Edson Team, whose politics range from moderate to conservative.

The Edson Team's primary opposition is the United Left Coalition (ULC) whose five council members agree on a broad leftist program, and form a vocal minority.

Add to this mixture, two independents and the result is explosive.

According to Edson, "During the summer, council meetings did sometimes become somewhat like a zoo."

The fireworks began at the new council's first meeting on May 4. Edson moved to support the Ontario government's recently announced differential tuition fees for foreign students and the vote was called without any debate. The motion passed by one vote with the ULC and the American members of the Edson Team in opposition.

The next day Edson changed his mind and a letter of apology was sent to all council members stating he now opposed differential tuition fees. At the following council meeting a

motion reversing the previous one was passed and Edson apologised to council for his "hasty" actions.

At the same meeting, Doug Wise was hired as CYSF business manager, a position he held until last year when he was dismissed in favour of part-time, student bookkeepers. Edson said, "Last year's books were a mess. It was nobody's fault Dale (Ritch, last year's CYSF president) did a good thing trying to save council money. But a good bookkeeper saves us money in the long run".

The next major skirmish occurred at the third meeting held July 11. The issue was a new resolution for the governing of CYSF-sponsored campus clubs. Termed censorship by some, responsible by others, the resolution included stricter regulation of campus clubs than in previous years.

Included in the resolution are clauses stating: a club must have at least ten members to be recognized by CYSF; "students who are members of one political club may not be counted on membership lists of student clubs with differing goals and objectives; "no new club will be recognized and financed by the council if an existing club is performing the same function and shares the same principals"; and, "where three-quarters of the council is of the opinion that a club is acting in a way that is embarrassing to the good name of the council... three-quarters of the council may decertify a club or remove an officer

from the executive of a club".

The ULC strongly opposed the resolution. Abie Weisfeld, a veteran ULCEr initiated debate by moving facetious amendments to "clarify" the intentions of the resolution. When he began to make concrete amendments, Edson challenged his right to maintain the floor. CYSF speaker George Manios ruled in favour of Weisfeld and Edson responded by challenging the speaker. A vote of council supported Edson and Weisfeld was forced to yield the floor and make no further amendments.

The vote was then called but before it took place, Weisfeld made a statement to the council. He cited the precedent of last year's ULC-dominated council in which "there was never once closure imposed on the minority of the council - never once was there any suppression of the dissenting view on council... Considering that we have not been allowed to present the amendments for the consideration of the council as a whole, we don't consider it possible to participate in the vote on the motion, and therefore, we'll have to leave unless discussion is allowed."

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