



Inside: Suburban Ghetto

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Gary Hershorn

Why is this baby smiling? See page 3.

Tea for two?

An arbitration board has ruled that a York secretary "cannot be compelled to purchase coffee for her supervisor."

According to the arbitration award, getting a cup of coffee for an employer is a duty of a personal nature, and is not part of a secretary's job.

The award also stated that Mr. Barretto-Rivera's request, "was a requirement of a personal nature because it was for the incumbent's own convenience. It had nothing whatever to do with his office as director of book stores. It was something that he wanted solely for himself, presumably because he liked to have a cup of coffee once in a while."

However, the award said, it is part of a secretary's job to serve coffee at business meetings. "The serving of coffee at such meetings is in the year 1979 considered to be a common business courtesy."

The York University Staff Association carried out grievance proceedings on her behalf, based on a new clause in their contract which allows an employee to file a grievance if the person "is required to perform any duties of a personal nature not connected with the approved operations of the university."

Ingrid Degas, former book store secretary to book store manager Rafael Barretto-Rivera, filed the grievance last November, after being asked to get coffee by her boss.

The arbitration board was composed of Toronto lawyer John Brunner and appointees from both the university and YUSA. Only the university appointee disagreed with the decision.

YUSA President Lauma Avens was happy with the ruling, commenting that it "proves sex stereotyping can be broken down." She thought it was an important ruling for YUSA members because it confirmed the new clause in their contract concerning the carrying out of personal services.

"It is important for secretaries and working women in general," she said, stressing the need to raise women's consciousness.

Dagas left York in August and has since moved to Montreal. Avens said that, "I talked to her last night and she was very pleased. She said it was all worth it."

Prof leaves, union grieves

Jonathan Mann

Despite last year's vocal support by students and faculty alike, Trichy Sankaran is no longer teaching at York University. Nevertheless, officials of the York University Faculty Association continue to work for his return.

Sankaran, who has been described by music department chairman David Lidov as "possibly the best musician that's ever been in the department," taught Indian music at York for eight years. Last year he was notified that his contractually limited appointment was not to be renewed, following a decision not to renew such appointments (and a freeze on tenured positions) by the university's Academic Policy and Planning Committee.

Students took various actions in an effort to save his post. Petitions were circulated, a demonstration was organized, and students met with Dean of Fine Arts Joseph Green and university President Ian Macdonald (*Excalibur*, April

5, 1979). These efforts had little success. In retrospect, one former pupil of Professor Sankaran, Sarah Dalton, remarked, "I signed petitions, wrote several letters and I went to see Macdonald. I personally feel it didn't accomplish much. It was a foregone conclusion." Dalton later remarked that she would have continued to study with Sankaran were he still at York.

Chief union steward for the department of Fine Arts, James Tenney, spoke to *Excalibur* on Tuesday and detailed the union's efforts on Sankaran's behalf. His is one of six cases that YUFA has submitted as a grievance. The first part of the grievance procedure, explained Tenney, was the issue of a formal complaint to the university. The second step was to bring the issue before the Joint Grievance Committee, a group jointly appointed by both the university and the union. The union argued that Sankaran had been misclassified and that his should have been a probationary appointment (one

that could have brought Sankaran up for tenure), rather than the contractually limited appointment he received. The Joint Grievance Committee ruled in Sankaran's favour. But its recommendations are not binding, and the university did not accept the decision.

The third and final stage of the process is the convening of an arbitration board composed of individuals from outside the York community. Its decision, expected in late November, will be final and binding. Thus, if the board accepts YUFA's arguments, Sankaran could be back in a tenure stream position next September.

Tenney was reluctant to predict the outcome of the procedure but ventured, "I think Sankaran has a very good case. I thought it should have been settled a long time ago."

Trichy Sankaran is currently teaching a course in South Indian Rhythm at Macback Studios in Toronto.