

YUFA, GAA resume negotiations with York

By Scott Clayton

This is an important week of negotiations for the York University Faculty Association (YUFA) and the Graduate Assistants' Association (GAA).

YUFA reopened discussions with the university on Saturday after a break from negotiations that opened on June 22 of this year.

Jan Newson of the YUFA negotiating committee hopes that an agreement can be reached this week on the issues under discussion.

Important issues are compensation (salaries and fringe benefits), tenure and promotion, and Christmas holidays.

The administration is offering YUFA a nine per cent package increase. Newson says York University has the second lowest pay rate for professors and assistant professors in Ontario, and other Ontario faculties have settled for recent increases of between 9.2 per cent and 11 per cent.

York Vice-President W.D. Farr, in a memo to the university administrative staff dated September 9, 1977, says "The University's offer of nine per cent has acknowledged the influence of increases elsewhere. However, an increase of this magnitude represents a fiscal problem for both 1977-78 and 1978-79, and the University has resisted the even more serious difficulties that a larger increase would pose."

A unique situation exists in that the current negotiations are of an 'informal' nature, as the current contract does not legally become open for negotiation until April 30, 1978. A provision in the contract provides for informal negotiations in good faith, to reset salaries for the current academic session.

The university is not legally bound to settle the issues with YUFA until April of 1978, but the emphasis at present is on 'good faith' in the negotiations. If they fail to reach a settlement, then it would simply be an impasse, but this would lead to bad feeling that would surface in contract talks during April 1978.

Jan Newson feels the administration desires a settlement and is taking a posture of agreement

with YUFA. She hopes a settlement can be reached this week.

The GAA (Graduate Assistants' Association) resumes conciliation with the university today. The last meeting was September 6. If talks break down, they would be in a legal position to strike.

The primary issues are money, job security, benefits such as OHIP, extended health care, dental care, COLA (cost of living allowance), and a review of grievance and arbitration procedures.

An offer by the university of a 6.5 per cent pay increase has been deemed unacceptable by the GAA. The Graduate Association wants \$3,100 for a TA (teaching assistant), an increase of 14.8 per cent; \$3,600 for a Course Director, an increase of 16.1 per cent; \$1,600 for a College Tutorial Leader, an increase of 23.1 per cent.

In the memo, Farr says "At the heart of GAA's demands are a series of proposals that would result in a marked decrease in the University's ability to maintain flexibility in the use of part-time academic appointments.

"At a time when York's requirements for flexibility are increasing, rather than decreasing, the GAA's demands are at odds with York's need to contract its commitments in the face of increasing salary rates and decreasing revenue expectations."

Negotiations have been under way on the contract since July 6 of this year, but the need for a resolution of the conflict was accelerated when the current contract expired on August 31.



Trombonist of "The Incredible Jazz Revue" entertains noon-hour crowd last Thursday in Central Square. Revue was brought to York by CYSF, as part of its social and cultural affairs program.

Women student gov't leaders meet

By Susan Grant

A heightening of women's confidence in leadership and public speaking is the hoped-for result of the Women's Leadership Conference, held at Ryerson last Saturday.

The meeting was organized by the Ontario Federation of Students (OFS).

The conference was composed of

many workshops and attended by 40 to 50 women, primarily from the various student councils across southern Ontario.

The morning workshops were led by Lyn Nysuna, an assertiveness counsellor from the Women's Counselling and Referral Center, and Judy Lynne, an experienced feminist from the YWCA. Among other things Lyn Nysuna dealt with role playing and teaching women how to assert themselves more effectively.

Judy Lynne's group discussed the many problems facing the women's movement, including that of "women in high places". It was felt by most of the group that these women got there by playing men's "board-room rules" and as such had compromised themselves and the women's movement. These women actually do the movement harm by posing as an example to other women, in that people often think that, "if they can make it, so can you".

The women in this group decided that a woman should not have to compromise herself by being aggressive or individualistic in order to reach a position of authority or a better salary.

The afternoon workshops were led by Charlotte Sykes, one of the principal forces behind the York

Women's Center, Jean Greatbatch, from the Graduate's Assistance Association of the University of Toronto, Elizabeth Bohner from the YWCA, and Susan Grant, a former vice president from the York student council and a York graduate.

These workshops dealt primarily with organizational skills: chairing meetings and overcoming organizational and administrative problems facing women on student councils. Also stressed was the positive role student councils can play in improving the lives of women on campus and in society at large.

After dinner Evelyn Armstrong spoke to the group about her 31 years of experience in the Trade Union Movement.

Armstrong was chosen as the Canadian representative in Berlin 1975, at the International Women's Year Conference.

At this conference, Armstrong was deeply moved by the work done by women in the Third World countries, who have monumental problems in comparison to those faced by women in North America.

Armstrong spoke briefly about the history of working women and the continued failure of the trade unions to work for improvement of working conditions and pay for their women members. She also

dealt with the poor deal handed out to working women who must carry two jobs and do their housework when they get home.

Armstrong works primarily in raising working women's consciousness and organizing them into groups that can effectively fight for better working conditions and pay.

She is particularly concerned with the lot of immigrant working women. She feels these women are probably the most exploited, since they do not have a good command of English and must take the most grinding, poor paying jobs in our society. They are often threatened by deportation, and since their knowledge of our legal system is quite limited they are usually unable to help themselves out of these conditions.

Armstrong believes trade unions could be a powerful force in improving women's working conditions through collective bargaining, but trade unionists do not consider this responsibility seriously. In fact, many men still think that women pose a threat to them by "stealing their jobs", as if a person does not have a right to earn a living if they happen to be a woman.

Prime mover behind the successful organization of the conference was Pamela Fitzgerald new field-worker for OFS.

Funding difficult but course unions begin

By Ian Kellogg

York's undergraduate course unions kicked off the academic year with an organizational meeting Monday.

Like the course unions of past years, their initial problems will be getting adequate funding and student involvement.

The unions that are forming and those already existing are designed to provide a coherent student voice in shaping academic policy as well as offering social and entertainment services for students of a certain discipline.

Co-ordinating and funding the course unions is the job of the Course Union Administrative Commission (CUAC). Chairperson Howard Crosner told the CUAC meeting of 20 students on Monday where they hope to get funds for the course unions.

First in importance is the Council of the York Student Federation (CYSF). Last year CYSF, which founded CUAC in March 1976, gave about \$5,000 to CUAC.

Next in importance, Crosner feels, are funds from the seven non-faculty college councils. These councils together have close to double the amount of student fees to give out that CYSF does.

Last year none of the councils made any allocation to CUAC and none have yet replied to letters asking for meetings with CUAC this year.

Under the CYSF bylaw establishing CUAC, both CYSF and the colleges were to give one cent per course credit value (about \$5,000 depending on enrolment) to CUAC. The college councils, by not giving any money last year, forfeited their right to membership in CUAC.

To get back on CUAC the colleges will have to allocate funds to it. Crosner hopes they can be persuaded to do this since course unions provide services for students from all colleges.

If the student councils do not give enough to cover the cost of the unions' projects Crosner said the assistant Vice-President for student affairs, John Becker, can be approached to possibly release some funds.

To start the unions, interested students are planning and publicizing meetings for their department or faculty.

All those who show up will democratically draft a constitution, decide what their activities will be, project their expenses, and present a preliminary budget to CUAC before October 15.

If you are interested, look for announcements of a meeting for your faculty. For further information about existing course unions, or the creation of new ones contact Howard Crosner at CYSF, 105 Central Square, 667-2515.

Parrott goes on campus tour

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Commenting on the key changes in the grant program, Parrott said "The various grant and loan components of OSAP help achieve equality of educational opportunity for needy students. Ontario graduate scholarships reward academic merit, regardless of financial circumstances."

But Miriam Edelson, OFS chairperson, said last week that Parrott's statement was "extraordinarily vague" and "leaves a number of questions hanging."

"It seems most peculiar that the minister admits in the first instance

that loan-only assistance fails to overcome the financial barriers faced by students from low-income backgrounds and yet makes a loan-only program the one form of assistance available to all professional thousands of graduate students.

"The only conclusion we can reach is that the ministry is preparing to see that the quantity of student individual financial resources is used as the main criteria for entry to grad and professional schools," she added.

Parrott has embarked on a five city tour of the province to further

explain the implications of the new OSAP program and to take questions from concerned students.

His caravan arrives in Toronto this Wednesday at 2:30 pm in Minkler auditorium at Seneca College, 1750 Finch Avenue East.

CYSF (Council of the York Student Federation) president Paul Hayden says he has a few questions to ask Parrott, and that if enough students express interest in going to the session at Seneca he will rent a bus.

Hayden can be contacted at the CYSF Office (2515).