

Last-ditch effort made to avert Faculty strike

By LAURA LUSH

The York University Faculty Association (YUFA) and the administration went back to the bargaining table on Tuesday in a last effort to avert a strike vote scheduled for today and tomorrow.

In the first of a series of three votes held last Thursday, union members voted overwhelmingly to reject the administration's latest contract offer, said YUFA chairman Hollis Rinehart. Rinehart said about 250 of the 1,100 union members took part in the vote. At the end of the last failed talks between the two parties on September 22, the administration's offer stood as a two-year contract, with wage increases of 6.8 percent in the first year, and the average of the university system in the second year, plus .7 percent. YUFA is asking for a one-year contract with a 9.5 percent wage increase and an immediate end to mandatory retirement. The administration also proposed a moratorium on mandatory retirement conditional on the formation of a committee to look into pertinent issues resulting from a flexible retirement policy.

In the second vote, members voted in favour of a strike mandate putting the union closer to the strike deadline of October 7. In the third and final vote, members voted in favour of returning to negotiation talks because of a September 23 letter from York President Harry Arthurs that there still was hopes of a better offer. In the letter, Arthurs addressed the issues of the dispute, while urging that a strike be avoided at all costs. Arthurs also said in the letter that the details of the administration's

offer "are not chiselled in stone: there is room for modification."

"What it basically comes down to," Rinehart said, "is what they (the administration) (are) willing to offer and what we are willing to accept."

When asked whether Rinehart felt that the President's previous background as a well-reputed analyst and practitioner of collective bargaining will be beneficial in resolving talks, he said yes, but cautioned that "the President's view of these negotiations is somewhat biased because he is head of the administration team."

The administration's chief negotiator and Vice President of Finance, Bill Farr, said that he is "optimistic that there will be a settlement" stressing that there was "still some modest room" for a better offer. In commenting on Arthur's personal effort in trying to resolve the talks on the administration's behalf, Farr said "We need all the help we can get."

Rinehart is expected to report back to the union today on the latest results of the talks. "We'll have to see what they (the administration) is prepared to offer—if they only move another one quarter percent then it is not enough," adding that the union is determined to get "a good settlement."

While Farr said that reaching a settlement will depend on both parties compromising, Rinehart expressed frustrations with the last-minute talks: "It's ridiculous that we have to be pushed to this point over something that could be easily resolved," he said. "We should not have to go on strike because we cannot reach these minute concessions."

CUEW 'cautiously optimistic' in contract negotiations

By SUSAN SPERLING

The possibility of a strike by the Canadian Union of Educational Workers (CUEW) within the next month is adding to York's current labor woes. CUEW, Local 3, and the administration of York University have been in negotiations with a provincial conciliator since last Thursday.

"We are cautiously optimistic of reaching a settlement in conciliation," Steve Strople, CUEW's chief negotiator, told *Excalibur*.

One of the top priorities in negotiations has been the length of a contract agreement. The administration is asking for a two-year agreement instead of the traditional one-year contract that CUEW has always had.

"Traditionally, we've always done well with one-year agreements, but we are also open to giving serious consideration to a two-year agreement, if we get what we think is a good offer from the employer," Strople said.

There is, as well, the question of benefits. Strople said that the extension of benefits to part-time employees is taking on national significance. CUEW is asking for long-term disability benefits, group life insurance, and OHIP premium assistance. "We are hopeful of making a breakthrough," he said.

Strople is also seeking a reduction in class sizes on behalf of his union. The administration has had to pay staff extra when a class is over-enrolled, as a sort of disincentive. CUEW is attempting to negotiate further restrictions on overenrollment of tutorial groups.

Among the other issues are improvement in office space, improvements in CUEW participation on departmental and faculty decision-making bodies, accrual of sick leave, and improvements in maternity leave.

There are two units of CUEW, that of teaching assistants (Unit 1) and that of part-time faculty (Unit 2). The requests so far outlined, as well as the issue of salary, apply to both units. Beyond those, the union has also made separate proposals on behalf of each unit.

Unit 1 is asking for improved protection against overwork. At the present time, anything over 10 hours per week (to a total of 270 hours per year) is considered overwork, but that is very difficult to claim, so CUEW is

requesting the streamlining of provisions for claiming overwork.

As well, presently, a full-time Ph.D. student is guaranteed a teaching assistantship for four years. However, depending on the student and the course of study, it may take up to seven years to complete a dissertation. CUEW is seeking funding for those students in years six and seven of Ph.D. study who have applied for an assistantship and been turned down.

Unit 2 of the union is attempting to negotiate a higher contribution from the employer for each lecturer appointment that they make outside of the bargaining unit. Each time the administration hires a lecturer outside of the union, they must make a contribution to CUEW of \$400 per appointment. This acts as a disincentive, and CUEW is negotiating it to be higher to further job security of Unit 2 members.

Strople is asking to protect the integrity of the bargaining unit by requiring the notification of and consultation on any substantial alteration in the volume of employment and/or the allocation of positions. "The union is confident of making a major breakthrough on this issue," he said.

The administration is seeking to place a limit of five on the number of course directorships or equivalent positions that any Unit 2 member can hold in a 12-month period. "The union is resisting this move because it represents a compromise of seniority gains won in last year's round of negotiations," Strople said.

In the past seven years, only two CUEW members have been appointed to tenured positions. CUEW is asking for the guarantee of interviews for full-time jobs for long-service Unit 2 members.

Finally, there is the issue of salary. As of press time, the union is asking just under 8% as well as an increase in vacation pay of 2%. The employer is offering a 6.5% increase in year one of the agreement and 6% in the second year.

Despite the complexity of the negotiations, according to Strople, there is "no talk of a strike by CUEW this year." He added, "As long as the employer can practise progressive labor relations, there's no threat of a strike."

Bill Farr, the chief negotiator for the administration, was unavailable for comment as of press time.



ANT'S-EYE VIEW: This autumn moment is brought to you by Mother Nature, in cooperation with York's happy gardeners.

Speed bumps get red light

By HARRY MARGEL

A recent letter from North York's Traffic Department stated that a total of 70 serious accidents have occurred on the Keele Campus of York since the beginning of 1983.

As of January 1, 1985, a serious accident is classified as one involving personal injury or causing property damage in excess of \$700 (up from \$400).

However, not all accidents involving the York community happen on campus. Staff Inspector George Hamilton of Metro Police's Three District Traffic, said that he is aware of serious incidents involving people en route to the campus as well. He said that the new left turn traffic controls at Keele Street and St. Lawrence Boulevard were installed because "there were a couple of separate accidents last year where people trying to turn into the campus were killed."

Hamilton told *Excalibur* that while Three District Traffic enforces the law in the areas surrounding the campus, he was still waiting to hear from York's Department of Security and Safety about regulating the campus itself. "We were contacted some time earlier in the year about setting up a meeting with York's security people, but we haven't heard anything since," he said.

"We wanted the police to set up speed traps on campus to try and get some enforcement of these negligent drivers," Jack Santorelli, Director of Security and Safety said, "but York's roads are private property. We would have had to give up our rights to the roads in order to get police in."

While York's lawyers are investigating the

legalities applying to private property, other ways of controlling the dangerous drivers are being considered.

"We thought of putting in speed bumps, but the TTC said that they would not allow their vehicles on to the campus if we put them in," Santorelli said.

There are several locations on campus where
cont'd on p. 4

i n s i d e

Rugby team dry _____ p. 3

The Question _____ p. 4

The bubble _____ p. 7

York vs. U of T _____ p. 8

Bat tales _____ p. 10

PCBs _____ p. 11

Arthurs on York _____ p. 12

Polo Yeowoman _____ p. 12

Fine Arts fest _____ p. 16

Cuban photos _____ p. 17

Van der Merwe again _____ p. 20