

Agreement on Librarians' Salaries Reached

by Paul Tyndall

The Dalhousie Faculty Association and the University Administration met this week to continue their negotiations and, although there is still no definite end in sight, Dr. Michael Cross, chief negotiator for the DFA, says that progress has been made.

Among the key issues resolved this week was the issue concerning librarians salaries. DFA and the Administration agreed upon a per-

centage increase that will place Dal librarians on a level competitive with librarians throughout the city of Halifax.

The issue concerning holiday and leave was settled when the Administration agreed to DFA demands for a vacation month consisting of twenty-two working days, as opposed to the Administration offer of a twenty-day vacation month.

With regards to sick leave, DFA members no longer have

to provide for a replacement while they are ill in order to receive "sick benefits". This includes maternity leave.

The Administration also offered an acceptable alternative to the Rand Formula: all members of the DFA are required to pay union fees but it is not demanded that they join the union. This clause insures that all DFA members are entitled to benefits won through negotiation.

There are still some details that remain unsettled, such as the long proposed and much needed daycare facilities for DFA working parents. Agreement is still being sought on the group dental plan, and a program that would provide adequate insurance for the working tools of faculty members (ie. a professor's private library). As it stands now, there is no insurance on Dal owned offices and if a professor's private library was destroyed he could expect no compensation from Dal on their losses.

These issues will be discussed at the next meeting, along with further talks on the

Benefits Board. The Benefits Board is a board that was established to review claims for such organizations as the DFA. The board is made up of a clear majority of appointees from the Administration and elected representatives from various unions on the campus. The DFA argues that the obvious bias towards the Administration must be rectified before the board can act as an effective instrument.

Dr. Cross is optimistic about the outcome of these issues. He says that there is an understanding between the DFA and the Administration and in time these issues can be solved.

by Paul Clark

Increased accessibility and a grant-based system are the major themes in a brief on student aid finalized during the Student Union of Nova Scotia (SUNS) conference at the Truro Agricultural College, September 28.

Delegates from post-secondary institutions across the province helped prepare the brief which will be presented to the Maritime Provinces Higher Education Commission (MPHEC) committee on student aid early in November.

Janet Mrenica, a former SUNS steering committee member, said "the brief emphasizes true student aid, not student debt."

"Loans should be gradually eliminated in favour of grants," she said.

Presently students have to take out government loans totaling at least \$1400 in order to be eligible for a provincial bursary.

The problems of deciding what makes a student legally independent, determining

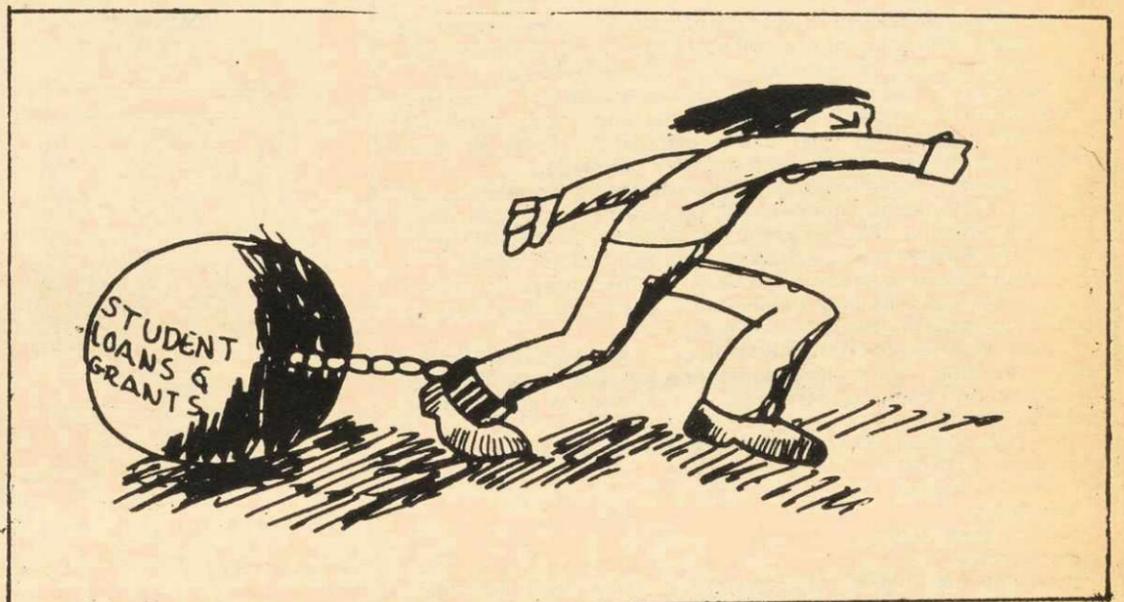
summer savings, and loans for handicapped and part-time students were also addressed in the brief.

There was heated discussion on the issue of the age of independence when Dick Matthews, president of Dalhousie student union, pointed to the legal difficulties in allowing students under 18 to take out a loan. The conference decided to recommend the age of independence be kept at 18, but that a special review board for under age students seeking loans be set up.

It was recommended a student's summer savings be calculated accounting for time worked, money made, and living expenses. Increases in student aid keeping up to the cost of living were also called for.

The brief also noted many students were unaware that student aid is available and even more do not know it is possible to appeal decisions made by the student aid office.

SUNS Calls For Student Aid



Student representation in assistance programs on a provincial and federal level should also be increased, the delegates decided.

The SUNS on-campus committees at individual institu-

tions across the province will be working to publicize the organization's policies.

Jeff Champion, chairperson of the Dalhousie campus committee, said his tentative plans include a poster campaign and

debates about student-aid related issues.

"We are planning on giving some government people a tour of the campus and I'd like people talking to them clued in," he said.

Services Will Deteriorate

by Tom Regan

A letter protesting the moving of a light duty cleaner from the Student Union Building to another building and the resulting deterioration of services within the SUB has been sent from the Chaplain's Office at Dalhousie to Modern Building Cleaners, the cleaning firm under contract to clean the University.

Father Joe Hattie said Modern seems to have adopted a policy of profit as a guide line.

"They seem to be eliminating jobs for a better profit margin. The needs of the people in this building are going to suffer as a result of this move. It could create a situation that is very uncondusive to work," he said.

Father Hattie said the addition of the heavy duty man to clean the building was much needed but any good the move might have had was cancelled by the moving of the light duty cleaner. He also said other people who work in the SUB have expressed their disappointment with Modern's decision to him.

Al Cunningham, business

agent for the Canadian Union of Public Employees, Local 392 (CUPE), the union which serves the cleaners on campus said the move does not surprise him in the least.

"A lot of people are dissatisfied with the cleaning service Modern is providing. Modern seems to be saying to people if you want something extra you are going to have to pay for it."

Cunningham also said that many workers have orders to go 'easy' when cleaning.

"Some of our cleaners have said they have been told to 'skim over' some areas. Floors are no longer stripped of old wax but just polished over. The floor always look shiny but the build up in wax means in the end you are going to end up polishing the dirt. Modern is looking for any way to cut costs because they are losing money on the university contract."

Cunningham added when Modern's contract comes up for renewal at the end of the year the cleaning firm might have to ask for as much as double what they are receiving now if they wish to show a profit at Dalhousie.

Professor Ray Ginsberg, assistant to the co-ordinator of the physical plant said the move was made to improve service. Ginsberg said there is a lot of heavy moving that has to be done during the day and that it could better handled by

a heavy duty cleaner.

"Service has become better since the move. And the cleaner that was replaced has been moved to a different location. Any reports of her being fired are totally untrue."

Ginsberg said the worries of the Chaplain's office about the deterioration were unfounded and that cleaning ser-

vices will not lessen. Ginsberg also said that Al Cunningham's comment about 'going easy' were untrue and that Cunningham didn't know a lot about cleaning.

The supervisor for Modern Building Cleaners was unable to give any comment due to a serious illness.

