

# is a failure to communicate

## The real disagreement

by Bob Beal

*Obviously, the basic disagreement between the Students' Union management and the CUPE local is the salaries of the individual SUB workers. Wickman says that most of the salaries should be much higher than Ness proposes.*

Because both sides misunderstood the terms on which the original argument was grounded, they each had a different conception of what the other thought the salaries should be. The issue of the job descriptions served to lead each side to the mistaken impression that they agreed on salaries.

Ness says, now that the disagreement has been discovered, the CUPE salaries are something the Students' Union can't afford. "They are totally ridiculous."

Ness feels that it is not incumbent upon the Students' Union to provide a decent standard of living for its employees but only to provide jobs that people may fit into if they wish.

Ness says that there are three criteria for setting salaries: education, experience, and level of responsibility. "These are the only things you pay for in this society. People fit into this system—you don't base the system on people ... People make no difference in a system."

where low salaries are clearly unjust in terms of existing law is not feasible.

Wickman says that the local never proposed closing the disparity gap completely. "We realize this is not feasible in this society. But we regard the present disparity here as unjust—we don't think there is that much difference in the jobs to warrant the differences in the salaries."

Ness says that a move towards closing the gap would make it harder for the Students' Union to hire qualified people because it could then not pay them enough to make it worth their while.

The disparity gap was narrowed somewhat in the proposed contract.

Another CUPE objective was to provide for worker participation in the hiring of management.

The Students' Union Staff Association (the CUPE local's predecessor) agreement worked out last March with the Students' Union providing for the Association's members to have parity with management on the selection committees for middle management personnel (i.e. all managers except the general manager). As well, the staff association had representation on the committee which selected Ness as the General Manager.

Ness claims that now that the former members of the staff association have chosen CUPE to represent them, they no longer have the right to participate in the hiring of management. "You can make concessions to an informal unit but not to a formal union. They have elected a union—they must play by union rules."

He says that unions traditionally have no say outside their own bargaining unit and the relationship between union and management is one of conflict.

Ness says that he agreed, during the negotiations, to a "Co-operation Committee" which would be made up of four representatives from management and four from the union and that the union and the management would be able to discuss problems of mutual concern through this committee.

Wickman says that this committee is not enough "because it has no real power. It allows us to have a voice in some areas of decision making but at the same time doesn't give us participation in those areas we really need it—in deciding who is going to manage us."

Wickman claims that the Students' Union should be more concerned with creating a pleasant, co-operative environment for its workers and be "less concerned about imitating IBM."

is that if an inexperienced person was for a job which then required no under Ness' revised descriptions, now this person should be regarded that job over and above the primary

hand feels that these persons since in when they were hired and are only itegory in which the CUPE local wants ogically be in a category where no o start and be recognized as having two category. They should not be in the two years' experience to start because when they were hired even though no and it may be virtually the same job. n though it may be called by the same istication of that job has changed over e have taken those two years to train : a person is categorized as having had n outl ed in the new descriptions. . He feels that even though a person vo years ago for a job which now (but years experience to qualify but that he : havin had those qualifications.



Percy Wickman



Leo Lancaster, CUPE Negotiator

Wickman's position is tantamount to with 2 years experience in a job which when that person was hired but which ars experience actually has four years : salary schedule is concerned.

at this is not true but that the person he old qualifications) for the job which s but who had no experience (when he as two years of experience in that job the change in job descriptions. "The penalized by the new job descriptions. accept Wickman's interpretation would ble standard. "Two years' experience is whether that experience was gained here that under Wickman's interpretation, a erience with the Students' Union could, il to an outsider's four years' experience. Ness wanting to make a person who a couple of years start all over again at

jogged down in a discussion of the job ver see to be able to grasp the real

completed foregoing discussion of the d herri

The CUPE local president, Percy Wickman, takes a much different view and claims most of the local's members share it.

Wickman says "It is easy for Darrell to say that the CUPE members have to fit into his system when he is making his salary, living in his expensive house and driving his new Camero. But has he ever sat down and tried to relate to a caretaker who works here for eight hours and then has to work another shift elsewhere in order to buy food for his family?"

Some aspects of the basic disagreement were argued during the negotiations.

One of the primary objectives of the CUPE local was to try to close the disparity gap among the SUB workers.

Ness claims that closing the disparity gap is just not possible because "different people have different educations, abilities and responsibilities". Any move towards this, except

### DEBATE WEDNESDAY NOON

The Young Socialists (Mark Prieger and Chris Bearchell) will debate SU president Don McKenzie and Treasurer Frans Slatter Wednesday, November 17 at 12 noon in SUB Theatre. The topic for the debate is "resolved that the Students' Union be a force for radical political action"

### Student Employment Information

The following employers will be interviewing at the Canada Manpower Center commencing the week of November 22 1971:

Gulf Oil	Nov. 23, 24
Touche Ross & Co.	Nov. 22, 23
Canada Packers Ltd.	Nov. 22, 23
Aquitaine Co. of Canada	Pre-screening
Canadian General Electric	Nov. 22
Calgary Power Ltd.	Nov. 22, 23
PSC - Bio-Science	Nov. 22, 23
Atlantic Richfield Co.	Nov. 23, 24
C. P. Rail	Nov. 24
Amoco Canada	Nov. 23, 24, 25, 26
Clarkson Gordon & Co.	Nov. 25, 26
R.C.M.P.	Nov. 25, 26
Schlumberger	Nov. 25, 26

For further information contact the Canada Manpower Center, 4th Floor SUB

**Black Sheep Boutiques Ltd.**

- 9724 - 111 Avenue
- 54 Bonnie Doon Shopping Centre
- 10041 - 101A Avenue

Downtown Location open  
10 a.m. to 9 p.m. Mon. - Fri.  
10 a.m. to 6 p.m. Saturday

**WE GIVE A STUDENT DISCOUNT UPON PRESENTATION OF ID CARD**



full line of tires, balancing equipment, including mag wheels

13022 - 97 Street  
476-6464 476-8805

### SPECIAL SALE

Wed., Nov. 17

**The Cub Sausage .75 ¢**

**GIOVANNI'S PIZZA**  
8615 - 109 St.