

# Gateway

The Gateway needs staffers!  
The Gateway needs staffer!

Small ones, tall ones, fat ones, thin ones, male, female, or indifferent, Arts, Science, Medicine, Engineering, Education, literate, semi-literate, or even just able to scrawl their name.

We need writers, typists, layout, sports, fine arts, photographers, and proof-readers. If you have any particular skill at all - or even merely want to learn a newspaper skill - we can use you.

Each issue of the Gateway involves some six to eight thousand words of copy, dozens of pictures, hours of layout, and more hours of proofreading - so on any press night there is always work.

There are knitting tournaments, frisbee workouts, Popeye interviews, water bombings, and dognappings to cover every day. Never a dull moment.

What are the benefits of working on the Gateway, you ask?

The Gateway brings you adventure: Every week, daredevil reporters risk life and limb to attend student council meetings - sometimes even interviewing Don MacKenzie himself!

The Gateway offers fun and excitement. As often as once a month, far-out parties where strong drinks and even beer can be served and boys and girls may kiss!

These are just some of the many, many advantages of working for the Gateway, and you can join in simply by coming to room 282 of the Student Union Building.

The Gateway is offering free coffee and doughnuts to any potential staffer or to anyone who just wants to come around and rap on Thurs., Fri. and Sat.

# V C F

Are you ready to stage a protest march on the university bookstore after you've seen the prices? Or does that seem too extreme a move?

The V'C'F' (Varsity Christian Fellowship) Book Exchange may be a better means of protest. Unused textbooks will be bought by the book exchange during registration week and then will be sold from Fri. Sept. 10 until Sept. 17. The exchange, located in SUB 140 - 142, is open from 9 - 5 daily except weekends.

A book drive last spring netted about 5500 on-course texts and the exchange hopes to be able to buy many more to enable them to provide more on-course texts than before. Last year the exchange took in 25,000 books and sold 2/3 of them. First and second year history and social science texts account for the largest percentage of books sold. The textbooks will be arranged alphabetically by author under each subject.

Students who have brought books in to be sold will have their money refunded (minus a 20% commission charge) the following week (Sept. 20 - 24). Unsold books will also be returned at the same time.

The book exchange is completely independent of the university bookstore. As a result it provides no refunds on books that it sells. Be absolutely certain of the right edition before buying a textbook at the exchange. Secondly, students are asked to provide their own cheque blanks when buying books.

# UNION

Continued from p. 1

In a statement specially prepared for Gateway, Don Mackenzie disagreed, not only with the issues, but with the very facts in the dispute. According to him, it was the Students' Union workers who acted in bad faith when they applied for certification to the Board of Industrial Relations. His complete statement follows.

## History of the Staff Association

The Students' Union does not oppose the concept of unionization of the staff. In fact last year, the SU entered into an agreement which recognized the Staff Association as the sole bargaining agent for the staff, in effect a union. This agreement was the result of many months of negotiation, and both sides agreed that it would be non-revocable. Included in the agreement were such things as compulsory check-off of Staff Association Fees, Grievance procedures, union participation in management selections etc.

In April of this year, the Staff Association presented the Executive with a demand which would have increased our wage budget by 16.5%. This came only three months after a 20% retro-active wage increase had been granted for the previous year. We felt that this was unreasonable.

When the Executive refused to accede to these demands, the Staff Association unilaterally terminated the agreement which they previously agreed would be non-revocable, and applied for certification with CUPE. We can only assume that this was done to force the Students' Union to grant the Staff Association's demands by seeking representation from a powerful union.

## Staff Salary Levels and Benefits

If salaries and benefits are any indication, the Students' Union is a generous employer. As mentioned earlier, all salaries were increased substantially last year, perhaps a comparison with the University would be useful. The University presently bases its salaries on a nation-wide study of wage and salary scales. University wages compare favourably with comparable jobs, approximately 5% higher than those offered by the university. In addition, the Students' Union offered the staff a 10% wage increase this year, which was rejected. Added to the already reasonable salary levels offered by the Students' Union is the fact that the Students' Union offers a benefit plan which is one of the most comprehensive in the province. It contains such provisions as paid maternity leave, month-long paid vacations, etc.

## Unionization and the Right to Organize

As mentioned earlier, the Students' Union is not opposed to the concept of staff organizing themselves into a union. However, we do have a concern that there be some sort of equality in size of bargaining units. In other words, we do not believe either labour or management should be so strong that one can trample all over the other. Philosophically, the right to organize has always been subject to some limitations. For instance, The right of corporations to organize to force up their prices is prohibited by anti-combines legislation.

## Possible Effects on the Students' Union

There are a number of very real problems which we feel would affect the Students' Union if we had a strong national union to contend with. Probably the most difficult problem of an increase in salaries resulting in a corresponding drop in student services. Since 1967 - 68 when we moved into the new Students' Union Building, the amount spent on salaries has increased from \$153,571 to \$362,044. That's an increase of about 131% in four years. To grant the 16.9% wage demand in this year alone would mean that more than \$50,000 would be diverted from program budgets. The result is that either fees will have to be increased or services curtailed. The other very real fear is that the Students' Union could no longer continue with its program of hiring students to do much of the part-time work. On many other campuses, unions have insisted that only full-time union members be employed, resulting in loss of jobs for many students. This may not ultimately occur here, but it is nevertheless a source of concern.

As is evident in the above, there were several serious contradictions in the accounts given by the two sides in the conflict; investigation only revealed more.

In an interview, Don MacKenzie discounted as false any allegation that the SUB management was involved in a cutting of caretaking staff from 14 to six. He "couldn't see where they got that from," to which comment one employee responded "Ask him to produce the caretaking staff lists for 1969 - 70 and 1970 - 71. He's talking bullshit! Ask him why the Students' Union decided to take over caretaking from the Physical Plant anyway."

Mr. MacKenzie was also wrong, according to another employee in stating that the SUB workers received higher pay than the rest of the university workers. "They (the rest) got a pay raise, we didn't."

As to the pay raise declared by Mr. MacKenzie in his statement, Percy Wickman, President of Local 1368, had this to say, "the only way that they can justify the statement that there was a 20% raise is if they compare the total salary received by SUB workers a year ago with the present amount. It's possible - given additional staff and the salary increases given management. We've never even met with the executive to discuss salary. Since Don's been in, the only salary increases have been for management."

Finally, according to Leo Lancaster, CUPE negotiator, because of the Board of Industrial Relations' decision, it's no longer CUPE 1368 against the Students' Union; it's the Students' Union against the Board of Industrial Relations.

Ed. Note: Although it contradicts normal Gateway policy, the names of all employees except Percy Wickman, President of Local 1368, have been omitted. It is not intended that Gateway should ever place the livelihood of any worker in jeopardy.



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**3RD MONTH**

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