

York security officers protest work schedule

By LORNE MANLY
and PAULETTE PEIROL

In another example of York Security's growing dissatisfaction with management, four members of the force's D squad decided to take their optional time off during last night's midnight shift.

Due to this action no regularly scheduled patrol officers were on campus from 11:30 p.m. to 7:30 a.m. and Security and Safety Services were forced to find replacements.

A member of York Security's D squad told *Excalibur* last night that the Department asked three people from the afternoon shift to work overtime, emphasizing that this would mean 16-hour shifts for each officer.

Jack Santarelli, the Director of Security and Safety Services, said Wednesday that if the officers don't show up for work there would be no problem finding staff to take their place. "(Security) would be staffed by York security officers and senior security on an overtime basis," Santarelli said. "The ship will still sail."

The York security officer who spoke on condition he not be identified, told *Excalibur* that before heading out for the late night shift Tuesday the four officers each told their supervising officer, Harvey Donaldson, that "we would be taking off our Timkin day (the optional day off

each squad receives about every six weeks) the next night."

The Timkin method of scheduling is one of the over 50 grievances security officers have filed against management in the last six months. (There are about 25 uniformed security guards.) Instituted by the Security directors in late August despite the guards voting unanimously against it, the schedule is based on three rotating shifts per day. Each of the four squads work five consecutive eight-hour shifts and then receive 56 hours off before returning to duty. When the guards have accumulated eight extra work hours they are given the choice of taking the day off with pay or working and being paid double time and a half.

Squad D's first Timkin day was September 4. According to the York security officer, "even though all the security (unionized) men did not want the schedule, we gave it a shot and we still haven't received payment in full. We got paid time and a half but we were supposed to get double time and a half." When yesterday's Timkin day came up, the source said, the four patrol members decided to exercise their option for a day off.

Eric Pond, the assistant director of Special Services, said yesterday that "steps have been taken to rectify the

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LISA OLSEN

THESE ARE REALLY TREES: In an effort to give nature equal time with Louis Stokes, York has purchased 60 real trees for prominent display on campus.

University warns pubs to enforce entry procedures

By PAULETTE PEIROL

In an effort to curb drunken violence on campus, Norman Crandles, the University's Liquor Licence Holder, has issued a memo stating that unless pubs tighten their door control, they will face possible closure.

This decision was reached following a fight in the Cock & Bull pub in Founder's College on October 10. After investigation, it was discovered that pub entry procedures had not been properly carried out, according to Crandles.

A memo was then circulated last week to all Liquor Management Agencies (student governments granted permission to run pubs and/or hold licensed functions) stating, "In the event of a similar breakdown in entry procedure, whether or

not a problem ensues, I will order the Cock & Bull closed and remove Founder's College Liquor Management Agencies (LMA) privileges for an indefinite period." The memo further stipulates that all other LMAs will be subject to similar disciplinary action, on a case by case basis.

The disciplinary action follows two previous accounts of drunken violence on campus last year. Last winter, on January 31, a fight broke out in the Winter's quadrangle, after a McLaughlin College Pub Nite and one person's vision was severely impaired from the fracas. McLaughlin LMA privileges were then withdrawn "until further notice," and all liquor inventory was retrieved.

On February 19, the college's MLA

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Ruling on mandatory retirement sparks controversy

By JEFF SHINDER

York University's policy of enforcing mandatory retirement at 65 for faculty is legal according to the Supreme Court of Ontario's ruling of Thursday, October 16. Mr. Justice Gibson Gray found that the Charter of Rights does not apply to the retirement policies of Ontario universities.

The suit, launched by the Canadian Association for University Teachers in conjunction with various university faculty associations and the employees involved (including York University's faculty members Bernard Blisshen, John Buttrick, and Tillo Kuhn), contended that mandatory retirement contradicted the section of the Charter of Rights that prohibits discrimination on the grounds of race, religion, marital status or age. The applicants are presently re-evaluating their position in order to determine grounds for appeal.

In reaction to the decision, Blisshen called it "a curious judgement . . . the ruling did not apply the Charter to universities because post secondary institutions were defined to be private rather than public institutions." Blisshen pointed out that universities were considered to be public institutions under the 6-5 programme (a government restraint programme in the early '80s that limited wage increases to six percent one year and five the next).

"Mandatory retirement is not a wise policy, (it is) not fair to faculty and it deprives the university of excellent teachers," said Hollis Rinehart, president of the York University Faculty Association (YUFA). "To make matters worse human rights are being violated simply because it makes financial planning easier. It takes some effort and uncertainty in looking 20 years down the road to see who would retire." York's Administration emphas-

izes the need to make room for the entry of new faculty to justify its mandatory retirement policy. "Unfortunately the University has limited financial reserves," said Paula O'Reilly, Legal and Employee Relations Officer for York, "and the long service faculty member commands a salary that is two to three times that which we could hire a new young faculty member."

Maintaining the availability of positions for new faculty was a relevant issue in the ruling. According to Mr. Justice Gibson Gray, "The evidence suggests that the youth employment concern takes on a special meaning in the university context. Faculty renewal provides the vitality that is essential for institutions charged with keeping pace with changing ideas and student demands."

Professor Rinehart discounted the appropriateness of this argument, arguing that "By and large people don't stay longer (without manda-

tory retirement), especially if you give them incentive to leave earlier."

Rinehart criticized the Administration for "breaching" a memorandum of understanding between the York Board of Governors and YUFA. The memorandum stipulated that the board would terminate the policy of mandatory retirement and introduce a flexible retirement policy where faculty would have the option of retiring before, at, or after the age of 65. According to Rinehart the board was to have submitted a proposal by January 1986, but nothing has been forthcoming.

In O'Reilly's view, the difficulty lies with YUFA's failure to accept a normal retirement date within the guidelines of a flexible retirement plan. According to O'Reilly, "A normal retirement date enables us to avoid dismissal procedures where proving that long time faculty members are now incompetent. We find such action to be inhuman."

INSIDE

OPINION

'COPS' BUT WITHOUT THE AUTHORITY:

York security has nearly all the responsibilities of police officers but none of the authority, according to members of the force, and inadequate security for the University is the result. Making security officers Special Police Constables would enhance the protection of the York community. — Page 7

FEATURES

THE ROAD TO REUTERS: Excalibur alumnus Gary Hershorn had literally no experience using a camera when he volunteered nine years ago. Today he is the chief photographer in Canada for Reuters wire service. — Pages 10-11