

Salaries remain the last strike issue to be settled

By JEFF SHINDER

The York University Staff Association (YUSA) strike extended into its third week as exhaustive negotiations on Tuesday morning failed to achieve a resolution.

Negotiating teams for both parties met on Wednesday morning with Ontario Ministry of Labour mediator Murray Lapp in order to resume the talks.

The negotiating session, which lasted 21 hours, was both productive and disappointing. According to Lapp "there was a real effort to achieve a resolution but it just was not meant to be."

Administration Vice-President William Farr remained optimistic about the possibilities for a settlement. "I can honestly say I am optimistic as there is a much shorter list of issues and we have gotten much closer (on the remaining ones)," Farr said.

The major issue that remains unresolved is salary compensation. After withdrawing their demand for job re-evaluations based on equal pay for work of equal value, the union concentrated on achieving salary increases of 6.5% in each of the next two years. In addition, YUSA demanded a \$200 "bonus" to be rolled into base salaries, giving their lowest paid members an increase of 7 to 7.5% in each of the next two years.

The university, however, held firm to its offer of 6.3% increases for both of the next two years. Farr explained that "our proposal to YUSA is a very good offer for secretarial and clerical work in the Toronto area." He emphasized

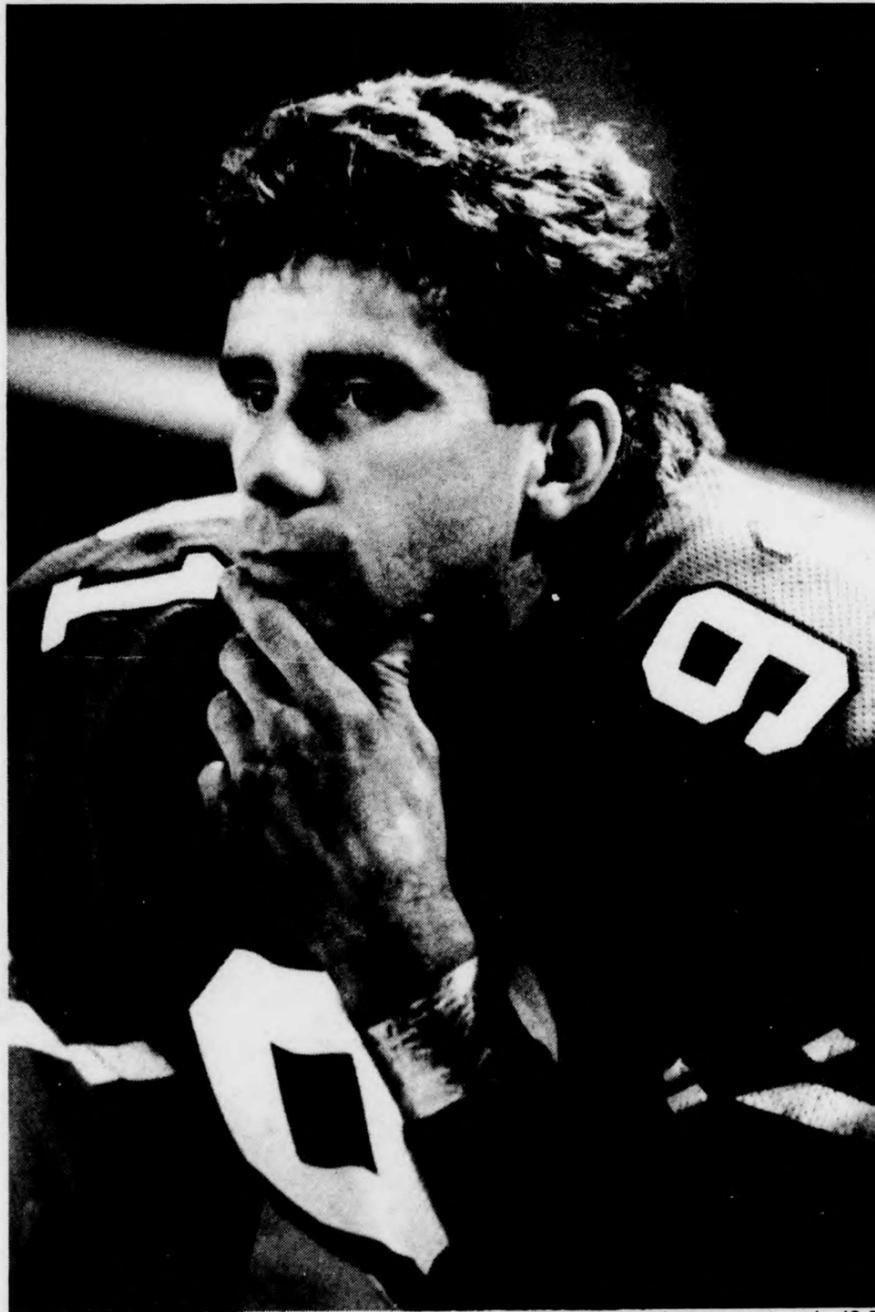
that YUSA's salary demands must be evaluated within the context of comparable workers in the Toronto region.

In the viewpoint of YUSA President Celia Harte the university's salary offer is "insulting." The union bases this assertion on the fact that both the Canadian Union of Educational Workers (CUEW) and the York University Faculty Association (YUFA) were initially offered by the administration 6.5% over the next two years.

In addition, the union feels that it has made major concessions over the issue of job re-evaluation, placing the onus on the administration to reciprocate. According to Harte, "We tried a number of revisions (over job re-evaluation) including a cap on compensation equal to 1% of the YUSA payroll or the ceiling that is eligible under the Pay Equity bill, whichever is greater, but the university would not negotiate those changes."

The union, thereafter, shifted its position to an acceptance of the present job evaluation terminology provided the system would be grievable. Harte stressed that "we are not willing to move—we have moved enough already."

The administration, in contrast, feels that it has made concessions of its own. "We moved a great deal of ergonomics and job training, I assert that there has been movement by both sides," said Farr. The parties have reached agreement over the issues of job training and only minor differences remain concerning ergonomics.



TWO TO GO: Mike Petro's face says it all after Yeoman season takes a sour turn in 49-7 loss to U of T in annual grudge match.

Daycare workers walk out

York daycare workers walked off the job last Wednesday, leaving 110 children without daycare services and inconveniencing many administration and faculty members. The workers, who belong to the Ontario Public Service Employee Union (OPSEU), are waiting for a response to their latest contract proposal from the parental co-op which manages the daycare. The central issue in the dispute is money. While the daycare workers are seeking a 4% annual salary increase based on a four-year pay system, the co-op is only offering a three-year contract with annual 2% pay increases. For details, see page 5.

Students voice frustration at strike rally

By GARRY MARR

Frustrated York students held a demonstration Tuesday to voice their anger over the present YUSA strike. Rally organizer Council of York Student Federation (CYSF) President Drew McCreadie also spoke to the Senate Executive Committee on behalf of students.

The demonstration, held at noon on the ramp of the Ross building, was attended by about 300 students. In addition some students supporting YUSA were also present. Angry words were exchanged between students and workers, but there was no violence. McCreadie said the rally was not organized to support either side, but to "get things happening and to express a variety of views." YUSA and its supporters taunted McCreadie for holding the demonstration on campus, but he responded by saying it was done for the convenience of students.

Jim Streb, Chair of the Bargaining Committee for the Staff Association, said he was "encouraged by the fact that students are concerned." However he said, "students are misinformed about the facts of the strike." He explained that the staff were willing to negotiate over the weekend, but the mediator could not resume talks until Tuesday. Streb went on to state that "the union does not want to prolong the strike. A lot of us are

graduates of York, myself included, and we know what a strike can do to students."

In regard to how the strike would affect students, McCreadie went to the Senate Executive Committee's last Thursday meeting for answers. He said to the Committee that students had been told they would be reprimanded if they didn't write tests. He wanted to know what actions could be taken against "bad professors." McCreadie also said that "The Senate has a responsibility to provide students with Senate Policy." He was assured that the appropriate people would have their "knuckles rapped."

When the Senate Chair asked McCreadie for suggestions, he said that he wanted make-up tests to be made available to students, and flyers distributed outlining Senate policy. He noted that "the people really affected are the ones who refuse to cross picket lines. Faculty members must know that they can't penalize these students," he added.

At the demonstration many students expressed a deep concern about the strike. Clare Stedman, a first year student, said that her professor for Art of Programming indicated that "class would just have to move faster." In addition, many students were concerned about how the strike would affect grading.

Demos Koumantaros, a third year student in History and Political science, said he was upset with lack of services because of the strike. "Students are being held at ransom; the provincial government should legislate them back to work." Marcia Cooper, Director of Women's Affairs said, "It is the unsureness of

the situation that affects students the most."

As the strike wears on there has been considerable debate over how to make up missed classes. Mark Webber, Associate Dean for the Faculty of Arts, has said there are a number of options available. *cont'd on page 3*

Conflict splits college

Analysis: Mac's Fiasco

By ZENA McBRIDE

What began as an attempt to rectify ongoing problems with the financial management of McLaughlin College has escalated into a bitter personal conflict between the Master and the President of the College Council.

Recently, Master Michael Lanphier, after consultation with Provost Tom Meininger and members of the McLaughlin College Council, set up an Advisory Council to oversee College Council affairs. Included in the new council's powers is control over the distribution of the \$50,000 operating grant allotted annually to the college by the university.

According to Lanphier, the Advisory Council was a necessary step because College funds were not being managed responsibly. Lanphier listed several of the factors involved in his decision: "The improper behaviour of the President; records that could not be found; an outstanding debt that could not be accounted for." As a result, Lanphier said, there was a chance that McLaughlin wouldn't get any money at all from the University this year.

Lanphier's actions angered College Council President Howard *cont'd on page 2*

INSIDE

"Those who have the power get, and those who don't have the power don't get."

ANDREW RANACHAN, YUSA MEMBER & OSGOODER ADMISSIONS OFFICER
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AID THAT HURTS: OSAP's emphasis on loans instead of grants has left many students with great financial difficulties upon graduation. Lydia Cabral examines the implications of the present system Page 9

THE NEW RIGHT: Graham Thompson looks at the neo-conservative groups which have been cropping up throughout North America for the past decade. Page 11

ELECTRIC RAKE VIRTUOSO: Eugene Chadbourne's unique line-up of musical instruments was on display at his concert last week. Robert Pryer talked to Chadbourne before the show. Page 13

16 STRONG GAELS: York's rugby Yeomen were soundly defeated by a strong and very experienced Queen's squad. Their record now falls to 2-2. Page 18