

Teacher expresses his satisfaction

Union, professor and administration reach agreement in Lee Lorch case

JOHN P. SCHMIED

Just as York professor Lee Lorch's grievance over the issue of employment past normal retirement age was to go to binding arbitration, an agreement between Lorch, York University Faculty Association and the Administration was reached on January 2 of this year and includes the following terms:

Lorch is granted full-time, reduced load status (and protection under the bargaining unit) for three years, effective July 1, 1982.

Lorch agrees to retire as of June 30, 1985.

The Administration will table proposals to the Joint Committee on Flexible Retirement regarding the regularization of employment for persons in the bargaining unit over age 65.

The Administration had previously been unwilling to extend Lorch's contract into post-retirement age under the protection of the bargaining unit.

Government grant

When contacted by *Excalibur*, Lorch expressed deep satisfaction with two of the terms. "I was partly concerned by that three year employment period because of my NSRC grant. I was hoping to stabilize my position." Professor Lorch has awarded a highly-prized three year research grant from the Natural Sciences and Research Council of Canada last year. Inclusion in the bargaining unit was a main concern of Lorch's. "Being in YUFA is an important matter," he told *Excalibur*, "You are not a second class citizen in the faculty."

The Administration's agreement to table proposals regarding post-retirement age employment was equally important to Lorch. "This affects potentially everybody at York," he said, adding that it was additionally satisfying to get this agreement since it had been a long time coming.

The issue of post-retirement age employment was also a concern of YUFA. YUFA Chairperson Janice Newson told *Excalibur* that the question had been on the bargaining table as early as

1976. "We had never made any real progress" she said, "but the thing that really won it for us is the pressure; the administration did something when they saw that people cared." The administration, in Newson's moves only in the face of "bad publicity, pressure, letters, and when

someone is willing to put themselves on the line, as Lee (Lorch) did." Newsome added.

Lorch credits (YUFA, the Ad-Hoc Committee (In support of Lee Lorch), faculty and other members of the North American Math

Community" with putting pressure on the Administration to reach a settlement. "My mind is free now, and I can plan my work," was his closing remark.

University Vice-President Bill Small was unavailable for comment.

Final proposal in graduate student dispute expected soon

All parties agree an appeal process must be established

BARB TAYLOR

All groups represented on the Ad-Hoc Committee examining the part time status of graduate students predict that a final proposal will be presented to the Dean of Graduate Studies within the next two weeks.

Earlier this year a regulation which assigns third year MA students and sixth and seventh year Ph.D. students part time status, was enforced for the first time. Because part time students are not allowed to live in Graduate Residence, and become Teaching Assistants, and because foreign students must have full time status if they are to retain their visa, both the Canadian Union of Educational Workers and the Graduate Students Association oppose the regulation.

Clinical psychology

Those students affected were encouraged to make individual petitions, and an Ad-Hoc Committee was established to examine the regulation CUEW canvassed its members, and according to Gill Tieman, Chief Steward and a member of the Ad-Hoc Committee, "It seemed that there were a significant number of people that needed to go into MA3." GSA President Don Wallace said

there were a number of academic reasons for a third year of study and he pointed to Clinical Psychology students who are required to do applied assistantships.

Final decision

CUEW and the GSA argue that Ph.D 6 and 7 students should be allowed full time status, and Tieman says, this was not a controversial issue. Marion Shepherd, Assistant Dean of Graduate Studies and Chair of the Ad-Hoc Committee, said, "There are 26 graduate programmes so we want something that fits most of the cases." According to Tieman, there are other methods of monitoring a student's academic progress than putting them into part time status.

Whatever the final decision is on part time regulations, all parties agree that an appeals process must be established. Shepherd said, "I think the mechanism for exceptions will be that the programmes would petition." She said it should not be a department regulation, but that individual programmes should petition on behalf of their students.

Wallace questioned this procedure and pointed out that the Social Anthropology Programme Director had not been willing to petition on behalf of student during the

past summer. Wallace said, "it relies on the goodwill of the Programme Director and if he doesn't think the grounds are sound, he will not put forward the petition, or present a convincing case so it puts the burden on the individual student." An alternative mechanism was suggested by Wallace: "I would like to see the department indicate within the regulations where it is academically acceptable to do a third year and the Dean would be able to grant appeals on these grounds. There would be some clear cut guidelines."

Wallace was also worried that "some students were lost in the shuffle. I heard of some cases where the student just dropped out." There were 66 students who could have been effected by the regulation this year. Eight people who petitioned were not successful, and they were either Ph.D. 8 or MA 4 students.

Fully recognised

Wallace would like to see the Committee examine more than the regulation itself. "There were a wide range of non-academic issues. They have been tacitly recognized by the Committee but they have not been fully recognized or dealt with, for example, the right to a place in Graduate Residence."

Once the Ad-Hoc Committee arrives at a final proposal it will be forwarded to the Dean of Graduate Studies. Then it will go to the Faculty Committee of Graduate Studies and eventually to the



Helena Mitchell: Chairperson of CFS-Ontario.

Resident rights

DAVID SPIRO

Do students in residence have a legal right to privacy? Are university administrations bound by provincial rent review laws? What action can residents take if they are suddenly threatened with an eviction notice? These are some of the questions raised in a new pamphlet published by the Canadian Federation of Students-Ontario, entitled "Residence and Your Rights".

The booklet lists the far-reaching powers which the university possesses as a landlord. Among these are the right to demand security deposits and post-dated cheques, the right to enter a student's room at any time, exemption from the rent review process, and the right to evict any student with only a few days' notice. Universities are generally not covered by the provisions of the provincial Landlord and Tenant Act nor the more recent Residential Tenancies Act.

Unfair treatment

In an effort to prevent the unfair treatment of residents, the Council of Ontario Universities in cooperation with the Ontario Federation of Students has drafted a set of guidelines aimed at involving residents' associations and groups in a process of "consultation" with university administrations. These guidelines provide for at least one meeting per year between residence representatives and university officials in addition to an internal mechanism for the resolution of disputes arising from new residence policies. An exchange of information is the main goal of the guidelines which the COU hopes will lead to a more meaningful dialogue between the parties concerned. Administration adherence to the guidelines, however, is strictly voluntary, and some say the consultation process lacks real "teeth".

Wally Brooker, a public relations staffer at the CFS-O office, terms the consultation guidelines "a step forward" and praised the move as a good start in "getting a foot in the door" of administration policy-making. However, Dale Martin, the campus affair specialist at the Federation of Metro Tenants' Association

office takes a less positive view of the guidelines. He feels that the only additional burden placed on the university consists of its new role as a dispenser of information and says more progress would have been made if the administrations had been forced to be accountable to a higher body for their actions.

Political action

Only by means of direct "political action", Martin believes, will students be able to get a better deal from the universities. In his view residents' rights are simply "not on the agenda" and the onus is now on the student body to press for a more comprehensive reform of landlord-tenant relationship on campus. Martin appeared especially anxious that all interested parties make representations before the Thom Commission, scheduled to begin sitting in early February and whose mandate includes the examination of various conflicts surrounding rental accommodation in the province.

CYSF President Maurizio Bevilacqua claims the absence of an External Affairs Director will not hamper the ongoing campaign to make York residents more aware of their rights. Peter Hoy, a field worker for the CFS-O, will be handling publicity for the campaign in place of Jorge Garreton who no longer holds the External Affairs post. A glance at the pamphlet stand in the CYSF office failed to uncover any copies of the brochure "Residence and Your Rights". Bevilacqua, however, is certain more copies will be arriving soon.

In the President's opinion, the collection of pro-rated rents by an increasing number of universities is one of the most important rent-related issues. Those administrations following this policy believe that they are entitled to collect twelve months rent in the period of eight months because they would not be able to receive fees during vacation time when residents are off campus. Bevilacqua is encouraged by developments at the University of Waterloo whose students' federation is appealing to the courts in an attempt to set a precedent which would effectively end the use of this controversial practise in this province.

'The thought of an interview never entered my mind'

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holidays. "Only people suffering with atrociously inept business manners would fail to make a minimum effort and interview the four potential candidates," remarked Starr.

Till, who was an unsuccessful candidate in the last CYSF elections, and who is currently Managing Editor of the *Vandoo*, said he "was invited to submit an application for the position of CRO." Till confirmed that he had not been interviewed and seemed unperturbed by this fact. "The thought of an interview never entered my mind."

Till believes time was the major factor in the decision not to interview. "There are

problems with other matters, principally, the budget," said Till. "This has set other things back. If there had been time outside the budget for interviews (they) would have done it."

Till does not think there is any conflict in interest, in holding both the positions of the CRO and that of newspaper editor. Expressing his belief in freedom of the press, Till said, "If something arises in CYSF that I feel needs reporting, I will exercise this (right). It's not the way I operate to silence my own voice for political advantages."

The fourth candidate for CRO, Anderson Lookin, is satisfied with the decision to

hire Till.

The motion at the January 13 meeting to approve Till was a last minute one presented by Bevilacqua, and Council members raised questions as to whether the applicants had been interviewed, Board of Governors representative Pamela Fruitman confirms that the council was left with the impression that the candidates had been interviewed.

"No one is unhappy with the appointment," she said. "It's just that some people are wondering how it got to the recommendation stage." Fruitman questions whether the hiring practises for the CRO should be any different than those for the Business

Manager. "The process was wrong," she said. "No one on council was aware of what was going on. When a recommendation comes from the Executive Council, it is assumed that the proper procedures have been followed. Normally there's no reason to question it."

Fruitman does agree with Till that time was an influence in the decision not to interview. "Asked if she'd have voted any different if she had known what was going on, Fruitman replied, "I don't know, (we) probably would have tabled the motion and sent it back to the Executive. People (on the council) would have just followed the proper procedure and returned it to us."