

## Salary negotiations started

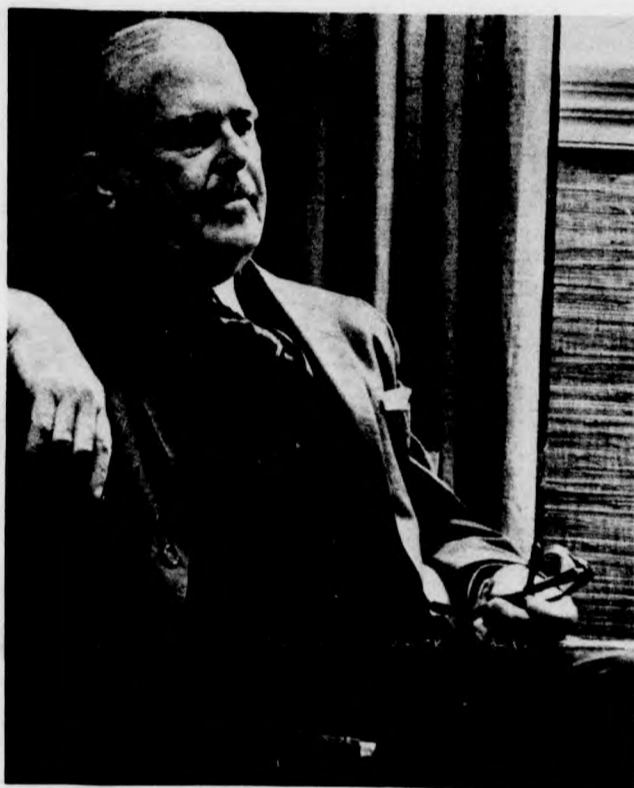
# Faculty walkout postponed indefinitely

The planned walkout by the York University Faculty Association will NOT take place as planned tomorrow.

After a meeting with the Salaries Committee of the Board of Governors Saturday, it was decided to "defer" any action.

According to association president Fred Schindeler "they collapsed in front of us. They couldn't come up with anything definite, but a great deal of progress was made on the issue of the principles involved."

Another member of the Faculty Association



William Pearson Scott, Chairman, Board of Governors

## 'Passports no good'

# Biafrans held at Malton

By Larry Goldstein

Four Biafran students were held for over five hours on Saturday by Malton Immigration officials. Winston Ibi bell - Gam, 24, Okechokwu Emodi, 28, Kamalu Ukwuije, 28, and Ugah Igba, 27, all University of Biafra undergraduates, were told that their Biafran passports were "no good".

### TWO ALTERNATIVES

In spite of letters of invitation from two University of Toronto student organizations, The Biafran Student Organization, and the Canadian Union for the Rights of Biafrans, the young men were told that they had only two alternatives. Either they could sign a statement voluntarily withdrawing their application for entry and leave voluntarily or they would be deported. The Biafrans refused to sign that form, but prepared one of their own which they felt adequately explained the circumstances of their leaving. The Immigration officials refused to accept it.

At no time did the Immigration officials inform the students of their legal position. After their refusal to sign the voluntary withdrawal form, they are subject to a Special

Inquiry at which time they are entitled to legal counsel. If the Special Inquire Officer orders them deported, then they have the right of appeal, again with a lawyer present. Immigration officials at Malton did not inform the students of these rights.

After the intercession of several people, including David Lewis, NDP parliamentary leader, in Ottawa the young men were allowed to enter Canada. The Immigration official apologized for the delay and said the reason was that they had to "verify the documents."

"The reason for our being here," said Kamalu Ukwuije, a law student and spokesman for the group, "is that the American National Students Association felt that the Biafran case has not been adequately presented to the North American public. The American State Department has done much to keep our side from telling its story. The reasons are partly because the American government has diplomatically recognized Nigeria and partly because the State Department's man on the African desk is Joseph Palmer, who is a former ambassador to Nigeria. Naturally he made friends with members of the federal government and feels

(YUFA) Executive, Harvey Simmons, stated that "the Board have suddenly become aware of our seriousness."

### DIDN'T WANT 18%

When pressed to disclose whether a salary agreement had been reached, he wouldn't state an exact figure, but did say "we weren't really after the 18%."

That figure was just for bargaining; we took to them a maximum figure, and bargain from that."

This contrasts strongly with an earlier statement by Dr. Schindeler that "we will have won once we get that 18%."

Now he feels that the matter will be looked into in a more serious light by the Board.

At that time, Simmons made the statement that "we're striking for salaries. The reason people support us is because we're striking for salaries."

Topics of discussion at that (Saturday) meeting included granting the faculty almost complete access to the priorities and budget of the university."

### STUDENTS SCREWED

There is now some speculation that the YUFA used student support engendered by their claim to seek a 'democratization' to pressure the Board into concessions.

This argument is countered in Simmon's statement Saturday that "they (the Board) were simply not aware of the possible power of a strike."

The walk-out repeal resulted from over a week of public debate and discussion of the matter with students.

The YUFA executive proposed a motion to a general meeting over a week ago, at which time it was agreed that a one-day walk-out should take place February 25.

At that time, the faculty were seeking a raise in basic salaries of 18%, coupled with "the establishment of educational priorities, such the

an obligation to help them if he can."

### BIAFRA'S AIMS

When asked what Biafra's aims are, Mr. Ukwuije replied that, "Biafra is seeking the right to self-determination. We are seeking men among the civilized nations of the world who will bring pressure to bear on Britain and Russia to stop supplying arms to Nigeria. Once Nigeria stops fighting, the war will be over. We have no war aims but independence, which we have now."

"Biafra is a viable independent, autonomous state with a population of fourteen million. There are a wealth of natural resources including coal, oil, lead, zinc, natural gas and gold. (The oil is so naturally rich that when the Nigerians captured our only refinery we put crude oil in our vehicles and ran them that way.) Our agriculture is diversified. We can export rubber, copra, cocoa, and palm oil. In normal years we can grow enough food to feed our population."

The students will be at the University of Toronto on Monday, Scarborough College on Tuesday, and Glendon College on Wednesday. They will continue after that on a cross-Canada college lecture tour.

## Board compromise

*At a meeting of the Board of Governors Salary, Benefits and Organization Committee on Saturday, the board agreed to a four-point plan to compromise the YUFA demands:*

- 1) Access to the York University budget for the York University Faculty Association.
- 2) A guaranteed 10% pay increase for continuing faculty, effective July 1, 1969.
- 3) The board will reassess the budget and study means of allocating more money to faculty salaries.
- 4) The board will meet again with YUFA on March 12, 1969, after the provincial budget has come in, to discuss again the question of an increase in faculty salaries.

allocation of funds to the educational resources within the university."

### FUTURE STRIKE POSSIBLE

"The failure of the Board of Governors to provide adequate action," according to Schindeler, "prompted the YUFA to contemplate further actions, not excluding future strikes, should the Board not meet these demands."

"By this action", he said, "we are setting a precedent. The achievement of this reform will establish the principle of community participation in the decision-making processes."

Apparently YUFA feel this has been accomplished, although they were given no written assurances that the Board would comply on Saturday.

Experience has shown the Board very reluctant to take presentations seriously, and this year, as in the past, a written point by point response to YUFA's brief was requested.

Thus far, as in the past, the response has been polite silence.

This is in contrast with a statement by York president Murray Ross.

"I'm not sure what they want exactly. Are they just after more money or are they dissatisfied with their treatment by the Board, or is it the question of power distribution?"

At a meeting with the Salaries Committee of the Board, to which faculty were invited, only three faculty turned out. It didn't show very strong support for their demands.

The committee met again, and outlined four proposals to deal with the matter. While these were being considered, YUFA took the action they did."

The administration has furnished figures that dispute the YUFA figures.

### REQUEST DISMISSED

At the January 29 meeting of the Salaries Committee of the Board, the request for the 18 per cent raise was dismissed as "anticipated government grants and the resources of the university cannot permit further improvement (of salary conditions) without serious reductions in other budgets and/or increased teaching loads."

Government allotments will not be released until March 5.

The Committee questioned "that the proposed York rates (faculty are being offered 6%) do not compare favourably with those at other Ontario universities."

Walkout still on for some...

see page 4

# YSF wanted student strike

Statement on the Faculty Walk-out on February 25th, 1969.

The proposed faculty walkout to take place on February 25th, 1969, brings up issues of basic concern to both students and faculty at York. The immediate purpose of this action is to win an increase of faculty salaries. But, the faculty has emphasized that what is at stake in this issue goes far beyond a mere salary increase. The faculty, in taking this action, hopes to achieve certain rights which we feel are fundamental for both students and faculty in the university. These are the rights to organize and bargain collectively, and the right to full participation in the decision-making process.

Therefore, we as students support the faculty action because we believe that this step, if taken in conjunction with related actions by students, can lead towards the creation of a democratic university community at York.

## COLLECTIVE BARGAINING

As students we support the basic right of collective bargaining for all elements of the university community. This involves the right of specific groups, such as students, faculty and staff, to organize themselves as they see fit to promote their own interests, and to enter into discussions and negotiations with other groups in the university in relation to those interests. Implicit in this is the right to take collective action in support of demands (a right which the faculty is exercising in the present case), if discussions or negotiations fail to achieve meaningful results.

## DEMOCRATIC DECISION-MAKING

We affirm the principle that students and faculty must have the controlling voices in those decisions that affect them in the university. For the faculty in the present case, this means that they must play a major role in determining the allocation of funds towards salaries. In order to exercise the decision-making power effectively, they must also have access to all relevant information concerning budgetary matters.

Since the allocation of funds is a matter which affects the entire university community; i.e., it constitutes an establishment of priorities which concerns all those involved in the educational process; it follows that students must share this particular decision-making power with the faculty.

Indeed, York can become a truly democratic community only if the above considerations are generalized to apply to all decision-making in the university. That is, it is clear that the faculty at this time is demanding the right to participate in the government of the university, when the decisions of that government affect them. Student must de-

mand this same right; i. e., we must share decision-making power with the faculty in the process of governing the university; on the level of courses and departments; and on the level of general university administration.

By asserting our own demands in this regard, we strengthen the goal that we share with faculty; creation of a democratic university.

*Therefore be it resolved that:*

*The Council of the York Student Federation support the proposed action of the York University Faculty Association for February 25, 1969 for the following reasons:*

1. *our support for collective bargaining rights for students and faculty and students in the decision-making process at York.*
2. *our support for equitable participation of faculty and students in the decision-making process at York.*
3. *our support for the demand for free access to budgeting information at York, for all members of the university.*

*Furthermore the Council of the York Student Federation encourages all students to refrain from attending classes on Tuesday, February 25, 1969.*

*Furthermore, the Council of the York Student Federation proposes to organize an educational programme for February 25th which will include a debate with representatives of students, faculty, administration, Board of Governors and the Provincial Government at 11:00, as well as a general student meeting at 1:00 to discuss the issues and possible further student action.*

(ed. note: this statement was passed by the YSF at their meeting last Wednesday when the faculty were still expecting to walk out tomorrow. Paul Koster, YSF president, said Sunday that the statement is "now invalid".)

# Ross to resign in June 1970

Dr. Murray George Ross, founding President of York University has notified the board of Governors that in accordance with the policy he expressed at the time of his appointment, he wishes to resign his office, effective June 30, 1970. The resignation tendered almost two months ago has finally been accepted by the Governors.

"I have submitted my resignation well in advance of my leaving date because I want the University to have adequate time to appoint my successor. By giving adequate notice of my intention I hoped to provide the opportunity for positive and constructive involvement in the appointment process."

Dr. Ross indicated that now it might become possible to attempt restructuring the role of the president without laying fault at the feet of any one person.

"I'm sure that some people feel the office of the president can fill a different role than the present one and they haven't spoken up because they might be afraid to comment on the office thinking that these comments might be taken as criticism of the person filling that office."

Close colleagues of the York President have known for some time that his plans have been to return to teaching and writing whenever transfer of responsibilities as President would not interfere with the development of York.

In announcing the resignation, Mr. W. P. Scott, chairman of the Board of Governors confirmed that the Board has been aware of Ross' desire to be relieved of the heavy responsibilities of administration and to return to academic life. The Board are presently discussing with the Joint Board-Senate Committee ways and means of selecting Ross' successor.

APPOINTED IN 1959

Ross was appointed President of York in 1959, a few months before the University opened its doors in a building on the University of Toronto Campus. In his book "The New University", published by the University of Toronto Press, he put forward his concepts as to what the guiding principles governing new universities should be. Many of his ideas have been incorporated in the development of York, including its stress on general and liberal education as a base for specialization.

# STAFF MEETING MONDAY 5 p.m.

EDITOR FOR EXCALIBUR

required  
Sept. 1, 1969 April 15, 1970

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TO:  
MR. FRANK LIEBECK c/o EXCALIBUR

# LAW AS A CAREER?

A discussion of what lawyers do, and the process of legal education in Ontario.

HEAR

Dean GERALD LE DAIN and Professor HARRY ARTHURS  
Osgoode Hall Law School

Thursday, February 27th, 2:00 p.m.,  
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# Did the students really gain anything?

The faculty's one day walkout is called off. They achieved their objective by getting the Board to listen to their demands.

The York University Faculty Association asked for a substantial salary increase for its members. They also demanded that they "should participate in decisions which affect the educational process of the university."

It almost looks as if the second demand was only used to ensure student support. The Association did get strong student support from the YSF and the York Sunday Movement (to strengthen their bargaining position with the Board).

The tactic worked fine for the faculty. The Board listened to their grievances on Saturday and showed some willingness to make concessions, at least in the salary issue.

Faculty members got a raise in income, which was all they were interested in from the beginning.

But the Board did not make any concessions which would affect the decision-making process in the university in any tangible way. This faculty demand can be regarded as not fulfilled. Nevertheless, association president Schindeler was quick to point out that a precedent had been set and that the board could no longer neglect faculty opinion.

Effectively nothing has been changed. Willingness of the board to listen to faculty beefs and institutionalization of faculty participation are two entirely different things. All the rhetoric in the world will not help the association to explain their copping-out to the students.

We are disillusioned with the faculty assoc-

## Sold out

The faculty should be happy.

They asked for 18% and have settled for less. But they did get the Board of Governors to compromise on the previous stand taken that nobody should have access to financial matters of the Board.

But they screwed the students into holding the bag.

YUFA president Fred Schindeler told the Council last Tuesday that the faculty would settle for nothing less than 18%.

"If we get the 18%, but no power or like concessions from the Board, then we've won."

And he gave the Council the distinct impression that the Board would not budge one inch.

Thus the Council representing York students decided to support faculty demands. They appeared to be justified in their demands, and they were offering students something tangible in exchange for student support.

On Tuesday, Schindeler was full of statements like "YUFA is very 'pro-student involvement,'" and "student opinions ought to be sought in such matters".

And as a result of that meeting, YUFA garnered all the support they asked for.

Then on Saturday, they took this support to the Board, showed it to them, and thus were able to apply sufficient pressure on the Board to have some of their demands met.

But YUFA compromised themselves by copping out of their 18% demand.

Prior to Saturday, you could almost see the tears in their eyes, as they told us that without 18% life would lose all its meaning, and York would deteriorate.

But it is obvious now that the faculty used the threat of student revolt, falsely obtained, to line their pockets.

At no time were students told that the faculty would compromise.

At no time were York students told that minimum annual wages for professors at York are only \$200 less than those at Toronto. (DBS)

At no time did the faculty offer to bring students into the actual negotiation.

YUFA used students to gain a little more money. But by their actions, they have alienated the student body.

At your next class, ask the man at the front of the room how much he is making.

Then you can tell him that his next raise is in part due to you.

Then see if he even say 'Thank you'.

## Excalibur

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excalibur is the student weekly of york university, downsvew, ontario, published by york student federation, the opinions expressed do not necessarily represent those of the federation or the university. phone 635-3800 or 635-3880, produced at pro tem and printed at web offset.

iation and their effectiveness in bargaining for student participation in the decision-making of this university.

Hopefully, the student representatives and the general student body will realize now that you cannot rely on the faculty for any help besides some kintangible moral support for our constant concern to democratize this university.

Undoubtedly, a communication gap exists between faculty and students. The one gets only involved when he wants more money, the other one likes to hang onto the faculty's coat tails because he is still hoping for the improbable. It is time for our student leaders to stop play-

ing games. They have to realize that the goal to democratize this university can be best reached by clarifying their own position and by critically asserting the role of the faculty in that program of action. Once there is clarity about these points students can go ahead and do the job at hand.

The faculty association taught us a lesson. As good students we should be able to learn from this experience. Let's start our own negotiations with the board - obviously they are willing to listen. We might even call a phony strike. As was proved last weekend, it is the surest way to get anything done around here.



## Is the question really salaries?

By Duncan McKie

"If we define education as developing a person's full range of critical faculties and potential as a human and social being, then the function of the university is to stifle and repress education."

-Issue, February 1969.

The action of the York University Faculty Association raised questions which go beyond a salary dispute between employer and employee. The fundamental issue is not payment of professors, rather, the making of decisions within the university, decisions affecting you, the student, in the classroom.

It is becoming clear that the faculty and students share a common interest within the university and it is also becoming clear that a select group, the Board of Governors, which has little active concern with the quality of the educational process or the university community as a whole, has been making decisions which affect the entire community with apparent disregard for their effects.

Specifically, certain priorities have been set by administrators and departments at this university.

Firstly, professors are hired to research and to publish. The value of an academic is determined by his publications, not by his teaching ability. Indeed, if one were to examine the various departments of the university it would become evident that there are certain persons in the faculty who not only are hired to publish but have little or no teaching obligations whatsoever.

It is, therefore, evident that

those persons involved in making the decisions concerning hiring, firing, academic priorities and so on are primarily interested in departmental and university prestige through the publication of material and research and only secondarily in the quality of education at York. Because these priorities have been set arbitrarily without consultation with students and faculty, we must support faculty and student demands to bargain collectively, with the fundamental right of collective action to achieve desired ends, to take part in the decision-making process within the university and to make that participation valid, have access to all information concerning decisions made. This involves all decisions within the university, including hiring and firing of faculty and staff and decisions relating to the allocation of funds.

The primary purpose of the Faculty Association's action was to raise the salaries of position within the province.

The faculty require access to budgetary information to bargain effectively with the Board of Governors. There is, however, certain information

available which provides some insight into the position of the university in the context of the larger society. The obvious questions are these; where does the money come from and who goes to university? The fact is, the student and the wo- of the cost of university education.

"Nearly 90% of the operating costs of the Canadian universities comes from government money or from student fees. The Carter Commission on Taxation showed that a disproportionately high amount of government tax revenue came from those incomes under \$5000 - the very income group that is least proportionately represented in the university. (CUS Means Survey)"

-Issue, February 1969.

To conclude, there are persons who should be here and who aren't, because they were not in a financial position which allowed them to be. It is because of this that the university can no longer be considered as an ivory tower surveying the society. It is a part of the economic system itself and must become critical of that system. We must re-examine the criteria for admission and promotion and students must have a part in determining those criteria.

It must be remembered that the issues raised by faculty are not unique to the university, they are inherent in the tical analysis of the university structure must be a critical analysis of the society.

twas indeed an interesting production this week end with pro tem doing the pasteups while we wrote & rewrote the copy, a little slow because the big faculty cheeses got co-optated by those robber barons of robber barons... but we made deadline and so here we are four days earlier than usual... staff meeting today at 5555555555555555.

# 24 arrested in student-police battle at Berkeley

By Phil Semas

BERKELEY, Calif. (CUP-CPS) -- Police broke up a large but peaceful picket line at the University of California Wednesday, setting off the most violent student-police battle of the four-week-old student strike.

Demonstrators were beaten; rocks, bottles and stink bombs were thrown at the police, and 24 arrests were made during the day, some for no apparent reason.

It was the second day that police action brought violence to the campus. Tuesday, the brutal arrest of strike leader Jim Nabors set off a series of confrontations. But Wednesday was much more violent.

## NORMAL DAY

It began as a fairly normal day on the campus. The local chapter of the American Federation of Teachers, which voted to strike late Tuesday night, set up picket lines at the main campus entrance and at entrances to major classroom buildings.

Six persons were arrested from the AFT line and charged with blocking a public walkway. One other person was arrested on a previous warrant during the morning. At noon, the students held a rally which the administration had not approved but which it did not attempt to break up.

Shortly after the strikers moved from the rally to a picket line at Sather gate, a group of sheriff's deputies tried to arrest one demonstrator. The crowd charged the deputies, then surrounded them throwing rocks and four stink bombs.

When more police moved up, the several hundred students began their usual ma-

rch around the campus. They broke windows in several buildings and at one point pelted the police with a barrage of rocks as the officers were trying to leave a building. Two arrests were made during the march.

After the march, the strikers returned to Sather gate where they formed two large picket lines on either side of the gate.

## PICKETS BUSTED

At 2:30 p.m., shortly after a highway patrol captain had reported to his headquarters that everything was under control, a squad of 15 sheriff's deputies broke up the large but fairly quiet picket lines, driving the students away from the gate.

The students threw more rocks and stink bombs at the police but then they simply jeered them.

A few minutes later, the sheriff's deputies and a

group of highway patrolmen suddenly charged into the crowd, driving them back onto the steps of nearby buildings. The police swung their clubs randomly at the crowd and made several arrests. That set off the melee.

Some of the demonstrators threw rocks and bottles at the police. The crowd, which had now grown to several thousand, began chanting loudly "Sieg Heil" and "Pigs off campus".

The police repeatedly attacked the students beating several and making more arrests. They drove the students into the street and broke an attempt to re-form the picket line.

Several of the arrested students, including one girl, were dragged across the pavement and up the steps of Sprould Hall the administration building. One of those arrested was a 13-year-old black youth. Several stu-

dents were Maced and one policeman suffered a bloody nose.

After about 45 minutes, the police, apparently feeling that they couldn't control the situation, left the campus. The students re-formed their picket line briefly, then left.

## NO COMMENT

The administration had no comment on the day's violence. Chancellor Roger Heyns has no control over the police, who are under the command of Alameda county sheriff Frank Madigan. Madigan has criticized the administration for not taking strong enough action against the strikers.

The AFT decided to strike after police arrested 1 persons on an informational picket line last Thursday. The union, which includes about 400 of the campuses 1,200 teaching assistants, is de-

manding the removal of all police from the campus resolution and implementation of the student strike demands and the right of unions to organize the campus.

The non-academic employees union, which has about 400 members, has voted not to cross the AFT picket line. The AFT has not yet sought AFL-CIO sanction for their strike.

The student strike demands include creation of a college of ethnic studies, recruitment of more non-white university employees at all levels, and admission of more non-white students.

The Daily Californian, the campus newspaper, Wednesday morning carried eyewitness reports of police beating arrested students in the basement of Sprould Hall last Thursday. A faculty committee has posted an observer in the building and the beatings have apparently stopped.

## Walkout still on for some

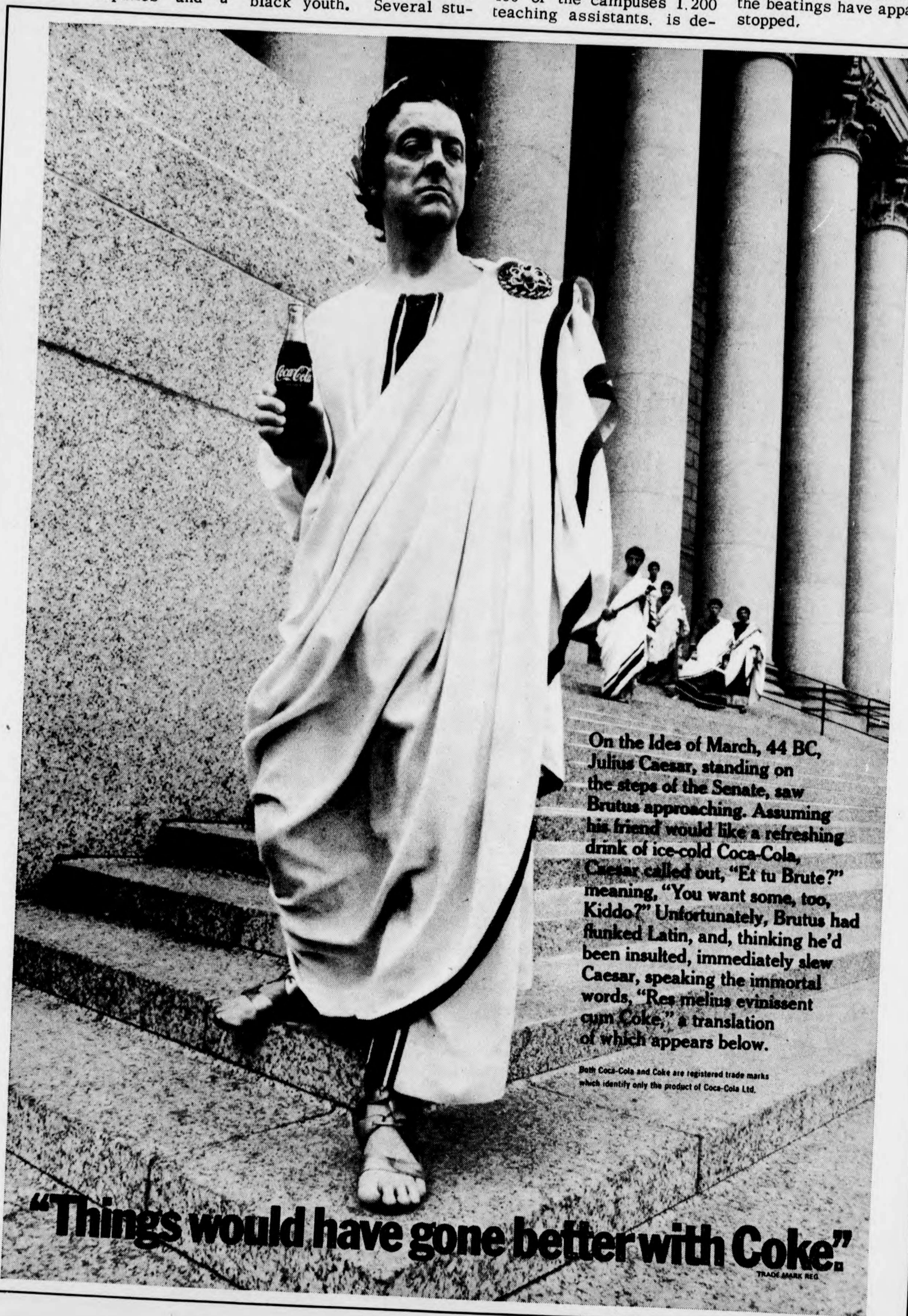
For some faculty the planned walkout on Tuesday will still be on.

David Clipsham, a member of the English department at Glendon College, and a member of the York University Faculty Association Executive Committee, said yesterday that "Tuesday's action was voted on by meetings at both Glendon and the other campus." He said he thought that a general meeting of YUFA should also be called to call off the walkout.

"Schindeler had no right to do what he did," said Clipsham. Dr. Fred Schindeler postponed the walkout after a meeting with the Board of Governors Saturday.

"I shall be cancelling my classes," he said, but he pointed out that many other faculty members would also be doing so in order to attend the general YUFA meeting at the York campus. "It's up to every individual," Clipsham stressed.

Walter Beringer, a humanities professor at Glendon College, said in a letter to his Tuesday class. "I postpone the fulfilment of a regular duty in order to be free to attend a meeting of the Faculty Association on the main campus... I do not obey a 'strike call'."



On the Ides of March, 44 BC, Julius Caesar, standing on the steps of the Senate, saw Brutus approaching. Assuming his friend would like a refreshing drink of ice-cold Coca-Cola, Caesar called out, "Et tu Brute?" meaning, "You want some, too, Kiddo?" Unfortunately, Brutus had flunked Latin, and, thinking he'd been insulted, immediately slew Caesar, speaking the immortal words, "Res melius evinissent cum Coke," a translation of which appears below.

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