

"I am shocked and surprised that the administration would take this stand and do it at this time," said Smith.

The mediator's proposals must now be voted upon by Governing Council. If the Council rejects these recommendations the administration's offer will automatically be adopted.

Smith was asked if UTFA would unionize if Governing Council rejected the results of mediation. "I would like you to quote me as saying, no comment," he replied.

#### ALARY ISSUES - INTEREST ON BACKPAY

. JONES

uring the final stages of negotiations, he CUASA negotiating team asked for nterest on the backpay that would be ue its members; the employer refused, ut provided no written submission to upport its position. CUASA has been equesting a definitive statement from he administration since then, a request hich was finally satisfied on January 3. The two relevant paragraphs from he memorandum are:

*e have consistently, as a matter of niversity policy, refused to consider nterest payments in instances where greements have not been reached by ontractual expiration dates. For the niversity to provide interest payments s reparation for extended negotiations eems to place the onus for the delay n the University. It also is apparent hat any enhancement of the retroactivity rovision has the propensity to extend egotiations. As such, we consider it o be inimical to our mutually expressed esire to expedite the negotiations rocess.*

*This provision was requested by CUASA, discussed with the University, and discarded during negotiations. The University, therefore, considers the matter closed and we do not wish to enter into any further discussion or debate on its merit.*

The management's basic objection would appear to be that payment of interest would prolong negotiations since the union would stand to gain thereby. Of course, since the management surely gained some interest on the money that wasn't paid it is clearly in management's interest to prolong negotiations when it doesn't have to provide interest on back pay. While the management may well wish to consider the matter closed, they must be reminded that such issues are negotiable and may well surface at the next round of bargaining.

#### REFERENDA

J. Wilcox

The CUASA membership has endorsed the Council's recommendation to join the CAUT Defence Fund. In the referendum that ended on February 6th, the vote was 144 in favour, 47 opposed: a 3 to 1 majority and a strong mandate to participate in the Fund.

The results of the Constitutional Referendum were not so conclusive. An even larger percentage, much larger, voted for the constitutional changes, but those voting in favour did not quite satisfy the CUASA Constitution: that is, those voting for any revision must number at least one-third of those eligible to vote. There are 551 eligible voters, or a minimum requirement of 184 "yes" votes, or some two dozen more "yes" votes than the number voting for these particular changes.

Of the ballots that accepted or rejected the changes in toto, the count was 156 to 2 in favour. There were also 19 "split" ballots, so that the vote by section ranged from 169 to 8 to 175 to 3, or still not meeting the constitutional requirements on any single section.

The low participation in the constitutional referendum comes as no real surprise - constitutional issues are rarely provocative, and these changes were nearly all housekeeping in character intended for the more efficient operation of CUASA.

The Steering Committee will, therefore, take two steps: (1) take the appropriate action to join the CAUT Defence Fund, and (2) recommend to the CUASA Council that wherever the Constitution permits, these proposed revisions be incorporated in the By-laws.

#### TORONTO FACULTY REJECTS 3.5 FINAL OFFER

Salary negotiations between the administration and faculty association at the University of Toronto have entered mediation.

Citing budget considerations, the administration's final offer was a 3.5 percent scale increase. The faculty association is asking for an 8 percent scale increase.

Dr. Harvey Dyck, secretary of the U of T faculty association and vice-chairman of OCUFA, said in a letter to the U of T Bulletin that faculty members fully appreciate that budgets are tight for the coming year. "But we cannot accept the administration's position that we should make a charitable donation of our earnings just because of shortfalls in university income. Why should faculty subsidize the administration's inefficiency in admissions management? This year's enrolment shortfall of some 1100 students (U of T) should not, and need not, have happened if the administration had been doing its job. This amounts to an income loss of millions of dollars."

Dr. Dyck said that faculty shares the administration's concerns about serious underfunding of the university system. "The administration must bear the principal responsibility for making a more effective case for higher education to the public and to Government. Support in real terms has fallen so sharply that Ontario presently ranks eighth or ninth among Canadian provinces in the financial support it provides per student. Ontario universities are providing value for money in their teaching, scholarship and public service. They have a legitimate claim

(over)



## TORONTO Faculty (continued)

to more generous support. That claim should be made with the public and Government not against the paycheques of teaching staff."

"Hence, the faculty, in negotiating seriously and hard for a fair salary settlement, is defending the entire university community - its staff, students, classrooms, research, libraries and public service."

*Reprinted from the OCUFA Provincial Report.*

## GOOD NEWS FROM THE LIBRARY

THE LIBRARY RECEIVED A WINDFALL OF \$100,000.00. THIS AMOUNT IS ABOVE THE NORMAL LIBRARY OPERATING FUNDS.

## JOB VACANCY: CAUT

*Temporary Post for academic year 1978-79 to replace the Associate Executive Secretary of CAUT.*

Further details available from: CAUT 237-6885 or the CUASA Office 6387.

## WESTRATE MARTUS INSURANCE

ROOM 513 HERZBERG BUILDING

AGENT: BOB JONES

PHONE: 4307 TUESDAY/WEDNESDAY

1-800-268-2610 OTHER TIMES

AUTOMOBILE/HOME/COTTAGE INSURANCE

## BACKPAY IRREGULARITIES

Stan Jones

The University Payroll office has been unable to correctly determine the backpay due to three instructors even though they have had a full month to do so. The employees in question did not receive the right CDI back pay due Instructors although it had been determined that they were eligible and were awarded CDI's. The management was informed of this error on January 31; unfortunately it was necessary to remind them again on February 7 before any response was forthcoming. Finally on February 14 we were informed that indeed there had been an underpayment and that restitution would be made in 7-10 days. The February paycheques arrived ten days later and no restitution had been made. Again the employer promised (now on the 28th of February) that restitution would quickly be forthcoming, but were now unable to give a firm date.

The amount involved is not insignificant, almost \$250 in one case, yet the employer dismisses our concern that payroll is unable to perform such simple tasks as getting an employee's pay right, even when given an extra month to do so, with the comment that "no one is going without food". This is all too typical of paternalistic management attitudes; the management decides that the employee doesn't really need the money, so it isn't very important to get it right and do it on time.

We urge all employees to check their pay very carefully, and to report all doubts to the payroll office quickly (2656), as it is our experience that errors are rectified only after a considerable wait. The CUASA Office is prepared to help you decode your pay stub and determine your correct pay.

PAYROLL COMPLAINTS: 2656 (Brian Reid)

COUNCIL MEETING SCHEDULE: Fridays  
Room 435 Herzberg

April 7th 10:30 - 12:30 June 2nd 10:30-12:30  
May 5th 2:30 - 4:30 July 7th 2:30- 4:30

## "NO" TO UTFA WAGE HIKE

*Reprinted from the University of Toronto Varsity 20 February 1978.*

Tension between the U of T Faculty Association (UTFA) and the university administration is stronger than ever now that the mediation stage of salary negotiations is over.

The mediator, Professor Dan Soberman of Queen's University law faculty, brought his report forward last week.

UTFA's major demand, a proposal for an eight percent salary increase, was rejected. Although he felt this was a moderate demand, Soberman said it could not be granted because of insufficient government funding. Instead he proposed that the administration's offer of 3.75 percent increase be adopted.

Soberman did, however, grant the following benefits:

- a special merit fund for tutors which would comprise 3 percent of the global operating budget.
- an \$800 salary increase for each librarian in a junior position at U of T.
- free tuition at U of T for all dependents of academic staff.
- elimination of rank salary ceilings.

Donald Chant, Vice-Provost of U of T, said the administration was prepared to accept the proposal for a special merit fund for tutors. It would not accept, however, the recommendation for free tuition for dependents. "We reject that because that would be a scholarship to people based on birth rather than ability," he said.

The administration is also unwilling to accept the proposals for an \$800 salary increase for librarians, and removal of rank salary ceilings, according to Chant. "I think the mediator did a very good job." He was complimentary to both sides, said Chant. Unfortunately the University does not have enough money, to implement all of the mediators proposals, he added. Chant blamed this on government underfunding.

UTFA president Jean Smith reacted angrily when he was told about Chant's remarks in a telephone interview last night. "I am surprised and disappointed to learn that the administration is not prepared to accept the mediator's proposals, and I would hope that this is not their final position, because it will certainly precipitate a crisis of confidence."

Smith said he was very disappointed that the mediator did not grant UTFA the salary increase it wanted. As for the other benefits he said "we got the cheapies." Smith added, however, that UTFA is prepared to accept the mediation agreement.

The refusal of the administration to accept the results of mediation challenges the validity of the Collective Bargaining Agreement negotiated between UTFA and university last year, according to Smith. It erodes the trust upon which this agreement is based, he said.