

## STRIKE AVERTED

Faculty back down on strike threat and settle with administration during low turn-out meeting

By COLLEEN MACKEY

AS THE UNIVERSITY COMMUNITY geared up for full strike action faculty members voted 246 to 200 in favour of calling off the strike at a Jan. 24 general meeting.

Only 446 of the 728 DFA members showed up for the meeting where members voted to accept the board of governors' latest offer.

In an earlier vote taken by a show of hands the vote to call off strike action had 202 voting in favour, 200 against.

The proposal included a measure to remove the integration of the Dalhousie pension benefit with the Canada Pension Plan benefit. This move

is valued at \$1.8 million. It will replace the DFA's proposal that the board repay the actual surplus taken during its pension holiday.

Decision-making in the reconstituted Pension Advisory Committee would be taken on the basis of a simple majority of those present. Equal numbers of board and bargaining unit representatives will sit on the committee.

The board's offer on salaries included an increase of three percent for 1985/86 and 3.7 percent for 1986/87. The Career Development Increment (CDI) will be \$1030 for both 1984/85 and 1985/86. The CDI is based on the professor's contribution to the university and may be withheld. The Income Maintenance Change (a cost of living arrangement) will be 1.4 percent.

## Decision meets with mixed reaction

By BILL MITCHELL

THE DECISION BY THE Dalhousie Faculty Association not to strike is meeting with mixed reaction from union executives and faculty members.

DFA president Dr. Sandy Young says the strike should have gone ahead.

"We would have got a better contract if we had gone on an all-out strike," he says. Young says the strike would only have lasted a few days before pressure would force the administration to settle.

Professor Gilbert Winham is one union member who says he is relieved the decision to strike was reversed. He says a strike by the DFA would not have been that effective as the strike would have only been supported by a minority of members.

"The dispute could have been solved in three ways--the DFA giving in, the administration giving in, or the government stopping it." Winham says he believes that if the government did not intervene the strike may

have lasted longer than anticipated.

Tom Sinclair-Faulkner says the decision not to strike was not a defeat for the union.

"We made progress on pensions," says Sinclair-Faulkner. He says he was concerned about the effect of the strike on students.

The problems with this round of negotiations have caused the DFA executive to re-think their strategy. Both Young and Sinclair-Faulkner agree change is necessary.

Sinclair-Faulkner recommends that the next time negotiations come around, the executive call a strike vote earlier.

He says he no longer supports escalating job actions such as informational pickets because they simply do not have a pronounced effect on the Board of Governors.

Young says there was too much talking and little action during negotiations.

"When we went to a strike vote, the Board of Governors moved. When we had the one day strike, the Board of Governors moved," he says.



Would you take these guys seriously if they threatened to sue? That's what they were doing at a press conference Thursday — threatening to sue the university in event of a strike. Several hours later the faculty made the threat pointless by suddenly settling with the administration. Photo: Mary C. Sykes, Dal Photo.

## Funding recommendation inadequate

By SAMANTHA BRENNAN & KATIE FRASER

OPPOSITION IS QUICKLY mounting to recommended funding levels for post-secondary education in the Maritime provinces.

Students, faculty and university administrators are criticizing the Maritime Provinces Higher Education Commission's (MPHEC) announcement of its recommendation of a 4.5 per cent increase in funding levels for the Maritime's post-secondary institutions.

The MPHEC is the body that submits a plan for financing higher education in the region to the Council of Maritime Premiers.

Om Kamra, president of the Nova Scotia Confederation of Faculty Associations (NSCUFA), says the MPHEC's financial plan for 1985-86 is unsatisfactory and unprincipled.

"They simply tailored their recommendation to suit political pressures," said Kamra. "Their report embodies a defeatist attitude to government restraint with recommendations based on the real needs of educational institutions and students."

For the past three years the Nova Scotia government has cut back on the funding levels recommended by the MPHEC. Critics of the commission's 1985-86 financial plan say the MPHEC is recommending funding levels to suit the provincial governments and not the real needs of the institutions.

John Kiefton, a spokesperson for the Association of Atlantic Universities, says the commission has failed to take enrolment

increases of up to 30 per cent into account in their financial plan. He says the commission's apparent decision to be taken seriously by the provincial government is neither a fair nor logical approach to reaching a funding recommendation.

Dr. Margaret Fulton, president of Mount St. Vincent University, says she's concerned that the MPHEC recommendations will interfere with the university's badly needed renovations.

"Well, it will mean we can't do any of the things we need to do," says Fulton. She says that with such a low recommendation, there would not be enough funds to go through with additional faculty hiring, purchasing of equipment and to fund a new communications building, which would alleviate MSVU's space problems.

In the written section of its report the MPHEC itself details

an increase of 8600 students to the Maritime province's higher education system in the past five years. This is about equal to the combined student population at Dalhousie and Technical University of Nova Scotia.

For universities like Dalhousie a 4.5 per cent increase will not even cover the interest payments on the institution's staggering debt.

There will be a 3.8 per cent penalty on Dalhousie if they don't balance their budget this year, making the real increase quite small, says Caroline Zayid, Dalhousie Student Union vice-president external. She says that in the end the real losers will be the students.

"Without proper funding the students' education suffers. We (Nova Scotia's students) pay the highest tuition fees and don't necessarily get the best education," says Zayid.

## Problems not over — Gigeroff

By SAMANTHA BRENNAN

The threat of a strike may be over but Dalhousie's problems are far from over, says Alex Gigeroff, Dalhousie Student Union president.

"I feel a lot of the problems this crisis brought out are still here," says Gigeroff. "We've avoided a strike this time but the internal problems faced by the university haven't changed and neither has the external funding problem."

He says it was a good thing the

DFA decided not to strike but the decision wasn't something he expected.

"The consequences would have hurt so many people," says Gigeroff. "But I still feel a little disappointed for the faculty." He says the DFA took a gamble with their threat of strike action and lost.

He says priorities for the university now include speaking out against the MPHEC funding recommendations and changing the decision-making process in the university to give faculty and students a greater voice.

# Chief negotiator resigns

By DAVID OLIE

DR. MARCIA OZIER RE—signed as chief negotiator for the Dalhousie Faculty Association after a Jan. 24 vote by membership to call off planned strike action.

Ozier says she could not continue in her role as negotiator after the Thursday vote.

"That vote was a matter of confidence in the bargaining team," she says. "When a bargaining team recommends unanimously in favour of an action and the membership rejects that action the credibility of that bargaining team is undermined. The membership at that meeting may not have understood that, but they understand it now."

Ozier, a professor of

psychology at Dalhousie, has been involved in the bargaining process since April. She has also counselled negotiating teams at three other universities in Nova Scotia.

The DFA bargaining team proposed that the crucial vote be taken.

"We interpreted very strong signals (from administration) that without a renewal of the mandate to strike...that the Board (of Governors) would not be convinced without us actually going on strike," says Ozier. "In a sense that vote was meant to save us all from actually striking."

In spite of her disappointment at the outcome of the recent dispute, Ozier has considerable hope for the future.

"If one were to ask me did we commit ritual hara-kiri on

Thursday night, my preference would be to say the DFA on Friday morning was born again," says Ozier.

"This morning I'm thinking about today being the first day of the next round of collective bargaining. We're going to the future from there."

Although Ozier feels it impossible to continue as head of the bargaining team, she still looks forward to working in the DFA. She will also continue as co-ordinator of collective bargaining for the Nova Scotia Conference of Faculty Associations.

# Members of 'adoption triangle' discuss situation

"GIVING UP A CHILD FOR adoption is never easy — it may leave wounds that never heal, or scars that remain for the rest of one's life," said Theresa Kilbride. Kilbride was a participant in a panel discussion "The Adoption Triangle" hosted by the sociology and social anthropology student society Jan. 11.

The panel included representatives from the Parents Finders Association of Nova Scotia, the Next Step programme — a support system for birth parents, social workers and parents who chose to give their child up for adoption and also adopted children.

Robert Whitman is a father who says often the biological or birth father is a forgotten part of the situation.

"For myself as a birth father, I share the same grief, guilt and worry about that child which I fathered," said Whitman. He told the group he hoped the children who choose to search for their

past also think of the father.

Ann White is one adopted child who did choose to search for her birth mother. Now she's president of Parent Finders, a group that assists people in finding their birth parents.

The problem faced by those like Whitman and White have led to the revival of a concept called "open adoption." The degree of openness is determined by the birth parents and adopting parents.

Closed adoption records were kept by social workers beginning in the early 1900's in order to make adoption more appealing, says Leslie Wade, a social worker from Kentville.

"It was an attempt to give the child a new identity by removing the past, both for the sake of the adopters and the child," she says. "These reasons for secrecy have since been found to be harmful." If you would like to take the Next Step programme or would like to have more information, phone 453-4320 or write the Next Step, 3115 Veith Street, Halifax, Nova Scotia, B3K 3G9.

For information on Parent Finders Association of Nova Scotia, phone 434-9465.

# Sexual harassment unreported

**VICTORIA (CUP)**—University of Victoria women students are not reporting incidents of sexual harassment and as a result suffer academically, according to a report by the B.C. Public Interest Research Group.

The report's conclusions are based on a survey of 480 UVic students last summer. Seventy-two of the 148 completed surveys say a total of 147 incidents of sexual harassment, 93 of them in an educational setting, occurred. None were officially reported.

In five cases, professors lowered or threatened to lower the woman's grades. Eleven women were threatened with sexual assault and four were assaulted. None of these incidents were reported to university authorities or the police.

More than 25 per cent of the women surveyed say they avoided certain professors on campus and classes at night for fear of sexual assault or harassment.

The report defines sexual harassment as "the manipulation of power in an attempt to control or alter a person's social, physical, economic or academic status. This form of abuse consists of any subtle or overt behaviour with sexual implications."

The survey's replies show that though women are the victims of this behaviour, they did not consider it sexual harassment or report incidents.

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As a founding member of Canadian University Press, The Gazette adheres to the CUP statement of principles and reserves the right to refuse any material submitted of a libelous, sexist, racist or homophobic nature. Deadline for commentary, letters to the editor and announcements is noon on Monday. Submissions may be left at the SUB enquiry desk c/o The Gazette.

Commentary should not exceed 700 words, letters should not exceed 300 words. No unsigned material will be accepted, but anonymity may be granted on request.

Advertising copy deadline is noon, Friday before publication.

The Gazette offices are located on the 3rd floor SUB. Come up and have a coffee and tell us what's going on.

The views expressed in The Gazette are not necessarily those of the Student Union, the editor or the collective staff.

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"I like the taste of a cold beer on a hot day, but I certainly don't think you have to get the gang together with a couple of cases of beer just to celebrate the fact you've had a bit of exercise."

JOHN WOOD  
OLYMPIC SILVER MEDALLIST

# Canada



Health and Welfare Canada

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## Peter and the Wolf and the DFA

ON WEDNESDAY NIGHT angry members of the Dalhousie Faculty Association and representatives of the administration held press conferences in separate rooms announcing the breakoff in talks of the second round of negotiations.

Less than 24 hours later the membership of the DFA voted to call off planned strike action and return to work out the new collective agreement on terms agreed to by the administration. The vote took place with just over half of the DFA's membership present.

Within a few days everything has changed. Dalhousie's 728 unionized faculty members are not on strike. Tired professors are holding chalk and pointers in the place of picket signs. Students who thought they'd be losing out on a year of university are sitting in classes taking notes.

Yet in a way very little has changed. Problems have been put aside in favour of a non-confrontational solution that in

the end helps no one. In the last few days of negotiations the DFA gained some concessions from the administration but the fundamental causes of the strike were not addressed.

Issues like decision making in the university and board secrecy are still around. The vote not to strike was a vote passing on this year's problems to the next negotiation team in the next set of contract talks.

Students will be hurt because professors who can attain higher salaries elsewhere may leave. Faculty will be hurt by their lack of power in determining Dalhousie's future. In the end the board too will be hurt as angry, disaffected faculty members grow more antagonistic.

If a union announces plans to strike and then backs down, the next threat of strike action may not get the same reaction from the administration.

The DFA should consider reading the fable of Peter and the Wolf to its members.

university to the crude functions of a strike but rather to educate.

It is those profs who hold this as their principle that deserve our sympathy and support, not the "wage-earners". The labour-management rhetoric does not suit any university setting, for when education is reduced merely to the size of one's paycheque then the professor has truly become just another labourer, and we the mere consumers. Surely a university is meant to be more than that.

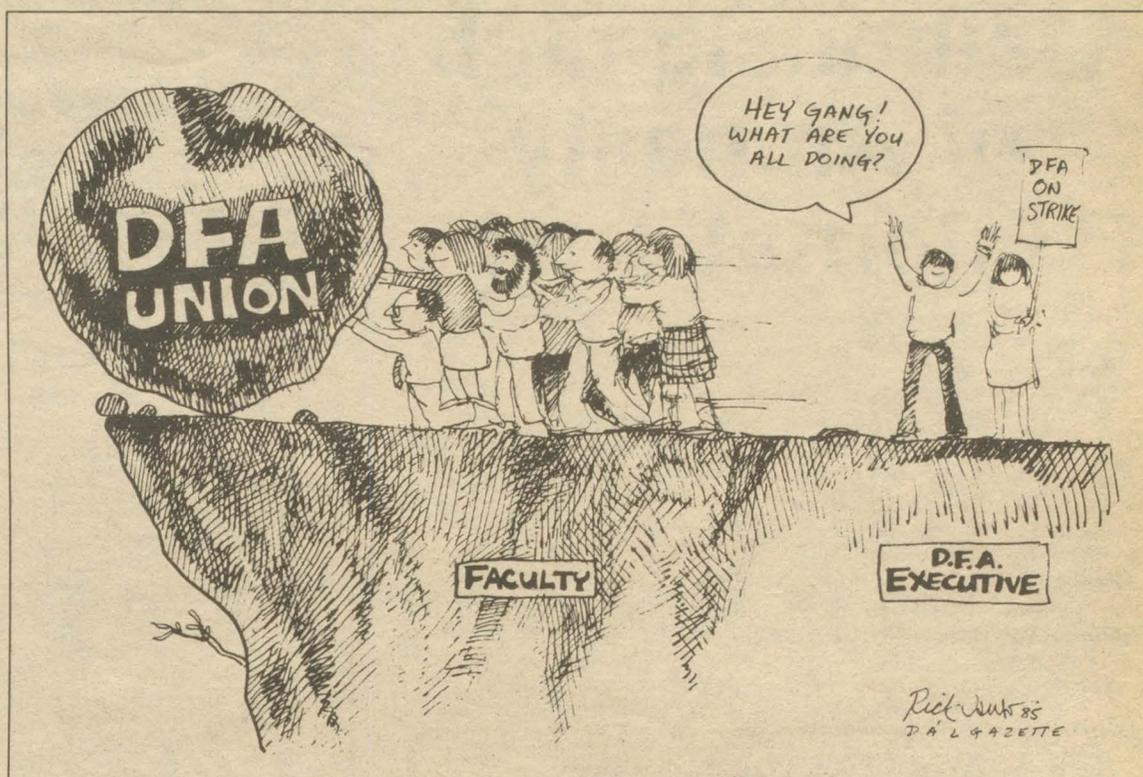
Marcus Snowden

## Angry student and faculty wife upset with DFA decision

To the editors,

To those members of the D.F.A. who voted against a strike on Jan. 24, and those of you who failed to attend the meeting, I sincerely hope you are proud of yourselves. A number of your colleagues invested a lot of time and energy into a cause they (you??) believed in. Your decision or lack of it, has made the issues that D.F.A. fought for seem puerile. Maybe everyone could have been saved a lot of distress, and the issue settled last April. However, because of your lack of nerve the union is now seriously weakened, (and perhaps that's what you wanted; if so, why did you join the union is the first place?) and the power of the administration more entrenched.

I read recently that professional, educated people should have more "sense" than to strike!!!



Does that mean that less educated people don't have any sense? I believe it's an even bigger indictment on the system when 'educated' people chose to strike, and let's face it this confrontation involved more than salary or pensions — it was a power struggle.

Nor can I accept the argument that your decision indicates your concern for students (the students were behind the DFA), because to me your decision smacks of self interest. Certainly your families would have suffered, but I don't suppose any of you would be on the bread line, and I suspect that the government would have intervened in a strike very quickly, possibly in DFA's favour.

As a student and a 'faculty wife' I stood to lose a lot more than any of you, but I was willing to support a strike, mainly because I saw it as a means of redistributing power within the university, and it would have been for the good of the university as a whole, students as well as faculty.

Well, you have made your bed and now you must lie in it, but don't expect your colleagues to be easy bed-mates, or that your students will show you much respect. I'm sure there will still be money in the pension fund when you and the current administrators retire, but there won't be much left when my husband retires.

I hope you squirm when you read this, because you damn well should.

An angry student and 'faculty wife'

## Dalplex has been justified

To the editors,

I read with interest the article entitled "Dalplex Deficit Surprises Budget Office" in the Nov. 1, 1984 edition of the *Gazette*. I feel a reaction is necessary.

In particular, I wish to address the comments attributed to Dr. Sinclair-Faulkner—he questioned the rationale for building Dalplex when the university knew there would be ongoing costs and the

library was already underfunded. This seems to typify the attitude across campus—that is, that Dalplex serves only the recreational needs of the campus and surrounding community.

This understanding is completely wrong. In the first instance Dalplex was built to provide an academic facility for the School of Recreation, Physical and Health Education. As such it provides research facilities, classroom space, activity instructional space and office space necessary for the conduct of its three undergraduate degree programs and its M.Sc. program.

It is unfortunate that the university community continues to view Dalplex as a facility for recreation only and one that should be generating the total funds necessary for its operation. As a facility which supports the academic activities of our School, that facility should not be expected to generate any more income than any other academic facility on this campus. It is, in fact, encouraging to think that the administrators of Dalplex generate as much income as they do.

The School of Recreation, Physical and Health Education existed for years in facilities which were inadequate. The opening of Dalplex finally provided adequate research space for faculty. It is not coincidental that since then we have made significant progress in the area of research and have enhanced the programs of instruction we offer to graduate and undergraduate students. In that sense the building of Dalplex has been justified. It is a bonus to think this facility can also provide significant recreational opportunities to the university and external communities.

Sincerely yours,  
T.L. Maloney, Ph. D.  
Director  
School of Recreation, Physical and Health Education

## Pen-pals wanted in Korea

To the editors,

It is my great pleasure to write to you. I expect you will be pleased to accept my appeal

regarding overseas pen pals for our students.

I am a director of Clover Friendship Society and have great assistance from all Korea high schools. We have many students and teachers. I am eagerly seeking foreign students who would like to correspond with our students. Now we have the international letter writing movement among the students of each school including foreign students. So we have chosen beautiful country Canada. There are many Korean students who want to exchange letters and friendship with Canadian students and, they want to know and learn diligent and kind peoples, beautiful customs and mysterious history. As a friendly nation Korea has many close historical relationships with Canada. Above all, many teachers of students frequently request to me to let their students have a chance to study Canada since I have been to your country in the year 1979.

Throughout my foreign language teaching career in my old teacher's days, I've noticed this would help not only their foreign language and emotional life, but also expand their knowledge of foreign lands. This would also promote world-wide friendship and mutual relationship as well as serving as a true foundation of world peace.

I feel it is necessary to publish this simple wish among the boys and girls of the world. Therefore, I courteously request you to run this letter in a corner of your valuable paper.

The only information I need of a student is his or her name, address, sex, age, hobbies and picture if possible. I expect to receive many letters from your readers wishing to correspond with our students. Welcome group or class request!

I will appreciate it very much if you let me have the chance to do this for my students. This would be a warm and thoughtful favor. Awaiting good news, I remain,

Sincerely yours,  
Miss Choi Suk-sun  
Clover Friendship Society,  
P.O. Box 3315  
Central, Seoul 100,  
Korea

## Janson has really outdone himself this time says reader...

To the editors,

Rick Janson has really outdone himself this time. Last week (Jan. 17) he told us that our student union was not taking a strong stand in favour of the D.F.A. and that we were therefore done a disservice. Putting the relative merits or demerits of blaming the provincial government for our troubles aside, the student march and demonstration strikes me as an accurate reflection of what most students at Dal and King's feel — that we were and are caught in the middle. Janson assumes that we all consider university professors to be members of the working class, an assumption which labour leaders themselves don't even make.

This week (Jan. 24), dear Rick's ABC's include F for Faculty. Said group is defined as those discovering that their "wages" are "becoming less and less competitive" — and here he really begins to make sense — "with the private sector." When did university profs start earning "wages" rather than salaries? And wouldn't it make more sense to refer to a comparable scale such as salaries at other post-secondary institutions instead of the rather ambiguous "private sector"? Janson might like to know that professors have never earned good money compared with other professionals. As Professor Eays and others have said, faculty's task is not to submit the

# Dalhousie club of Amnesty International

By JOHN HUSTINEN and DAVID OLIE

THE HALIFAX CHAPTER of Amnesty International currently 140 members strong, is planning to expand its operations, including a move into local high schools and university campuses.

Amnesty International is an independent, grassroots organization with an enviable record of helping preserve basic human rights around the world.

With an active support and membership of over 500,000 people in over 160 countries, it has proven effective throughout its 24 year history. It has national sections made up of networks of groups and individuals in 43 countries.

A total of 5,073 people jailed for non-violent expression of their beliefs were adopted by AI in 1983. In the same year 1,744 prisoners were released and 1,339 new cases were taken up.

AI goes to battle against

brutality and achieves its victories armed with nothing more than pens and paper. The main activity of its members is letter-writing, both to their adopted prisoners and to the regimes that oppress them.

Free-thinking citizens seeking non-violent change are persecuted systematically by their own governments in over half the countries of the world. The fight to fair trials, to not be executed outside the law, and to not be tortured are all under attack—worldwide.

AI is devoted to telling the truth in these matters, and to giving the victims some shred of hope. The organization's integrity and scrupulously verified information have gained it respect around the world. AI was awarded the Nobel Prize for

Peace in 1977.

Even Canada has come under investigation and criticism from AI. It has worked on behalf of victims of the 1970 War Measures Act, protested conditions in Canadian penitentiaries, and is leading the fight against reinstatement of the death penalty. A principle of AI is that no member is allowed any responsibility for action against abuses in their own country.

In 1984, AI launched a two year, worldwide Campaign Against Torture. In conjunction with this the Canadian section has begun a National Campaign Against Torture in 1985. Of special concern are cases of systematic torture during interrogations (electric shocks, severe beatings and mock executions), harsh prison

conditions, the involvement of doctors in the process of torture, and punishments such as floggings and amputations decreed by law. This 20th century phenomenon outdoes, by the sheer quantity of its victims and sophistication of techniques, the barbarism of other centuries.

AI feels that people with the benefits of university education have a special obligation, an obligation to translate their knowledge and idealism into practical action in aid of those less fortunate. AI offers a chance to make a difference in a cruel and harsh world. Get involved; the lives of innocent people depend on it.

An organizational meeting for interested students is scheduled for Jan. 31, in room 301 of the SUB, at 8 p.m.

## WANTED



### EDITOR(S)

### THE GAZETTE

Once again, *The Gazette* is beginning its annual search for an editor, co-editors, or editorial collective for the 1985-86 publishing year.

Required talents include an ability to pass on writing skills, knowledge of copy editing, an understanding of layout and design, an ability to work well with people, a willingness to be responsible for the content and quality of a weekly newspaper, an ability to handle budgets, and an understanding of the functions and philosophy of the student press.

Nominations will be open until February 8 at 5 pm. All resumes should be dropped off at *The Gazette* offices, room 312, third floor, SUB.

## Wednesday Nights MEET THE BAND NIGHTS

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