

COLLEGE FACULTY READY TO STRIKE

... as mediation continues at Cap

CAPILANO College Faculty Association has voted to strike in its dispute concerning the hiring of three new management personnel at a time when other staff have been cut by about 10 per cent.

Although the figures of the vote carried out Wednesday and Thursday had not been released by News press time, CCFA chief negotiator Ed Lavalley said the ratio in favor of striking was about two to one. He said there had been a high turnout of the more than 300 faculty eligible to

vote. Mediator Richard Longpre entered the impasse Thursday meeting first with union and management teams together and then separately. Lavalley said Friday: "We haven't asked the mediator to book out but to be

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prepared to book out after next week."

He said: "We conducted the strike vote not for cosmetics but with the full knowledge we will probably have to use it."

"It could be reversed but job action is planned within the next week to 10 days."

Meantime, the faculty association will be asking the College Employees' Union,

which has approximately 200 members at Capilano, to give backing with a similar strike vote.

The CCFA is negotiating a new contract retroactive to last April 1.

Lavalley says salaries are not a major issue since there have been such drastic cuts at the college that faculty recognize that to expect much beyond the government six and five program is futile.

What has the union so

upset is the college's action in hiring three people for newly created management positions at a time when staff are being laid off because of restraints.

Lavalley says the three are supposed to direct the work place at a divisional level and adds: "We have never had them before and never needed them. It's funny they have brought them in now, when we are in the swamp, so to speak."

CONTINUED ON PAGE A9

Hiring new managers was 'provocation'

FROM PAGE A1

"It appears peculiar economics that in the middle of an economic crisis you bring in managers to manage the crisis."

Negotiations between faculty and management have been continuing since February, during which time management put forward the idea of hiring the new people. Though faculty rejected the suggestion, the action was taken anyway.

"This is the main stumbling block to a settlement," says Lavallo. "They hired them during our negotiations. It was

provocation."

Even so, Lavallo thinks the association has already had an affect in curbing management plans.

"We think we have managed to stop them putting in more, because they originally planned to have 10 new managers."

Lavallo says of the college's judgement in hiring new managers during such a time: "We think it is a terrible waste of resources."

Translating the costs into an operating basis, Lavallo estimates the combined salaries of the three staff would total at least \$120,000 - which he says would pay for 30 college courses.