

A series of comments followed, at this stage, most of which can fairly be summarized in the question, what can be learned from the VIA strike? The answers appear under appropriate subject headings.

STUDENTS: The commentary here concerned the question of students as strike-breakers. Apparently some students ignored the picket lines, perhaps because they were uninformed; therefore, it is necessary to involve students, to win their support by pointing out to them that this particular union experience might be theirs in later years, and that the working conditions of instructors are of considerable importance to the quality of education the student receives.

CAPILANO COLLEGE'S CONTRIBUTION: Ed. Lavelle reiterated the need for student involvement and then discussed the problem of moving quickly to help striking Associations. He felt that his Association should have acted faster to evolve an informed, effective solidarity with the VIA. Ed. further suggested that if Associations were willing to support one another, should strike action occur, then each Association must keep the others fully and quickly informed, so that sympathy action could take place, as fast as possible. Moreover, he felt that some academics would have to learn that, sometimes, strike action is necessary; consequently, it is also necessary to develop a strike fund and to build an information network, both within Associations and across the Province. He further suggested that the Salary and Working Conditions Committee study techniques to achieve good results, both through bargaining and strike activities, so that all Associations have at their disposal flexible strategies.

THE VIA AND NEGOTIATING TECHNIQUES: Ed Lavell's comments about developing flexible negotiating and strike tactics led to the following question: Has the VIA decided to change its negotiating strategy, as a result of this strike?

Answer: One of the problems the VIA faced, before the strike, was that their negotiating committee was not elected until November. Given that negotiations had to begin almost immediately after the election of the committee, the Committee was seriously hampered in its preparations. There is, therefore, an obvious need to elect the Committee and begin negotiations before, rather than after, the VCC Council has submitted its budget. The VIA also found that during negotiating and strike activities, it was absolutely necessary to protect the Association against adverse publicity.

QUESTION: Did you look into hiring a professional negotiator?

Answer: Yes, but the idea was discounted for two reasons: professional negotiators do not usually have backgrounds in education, whereas the VIA people do; moreover, the professional negotiator tends to concentrate too much on arguing a contract on the