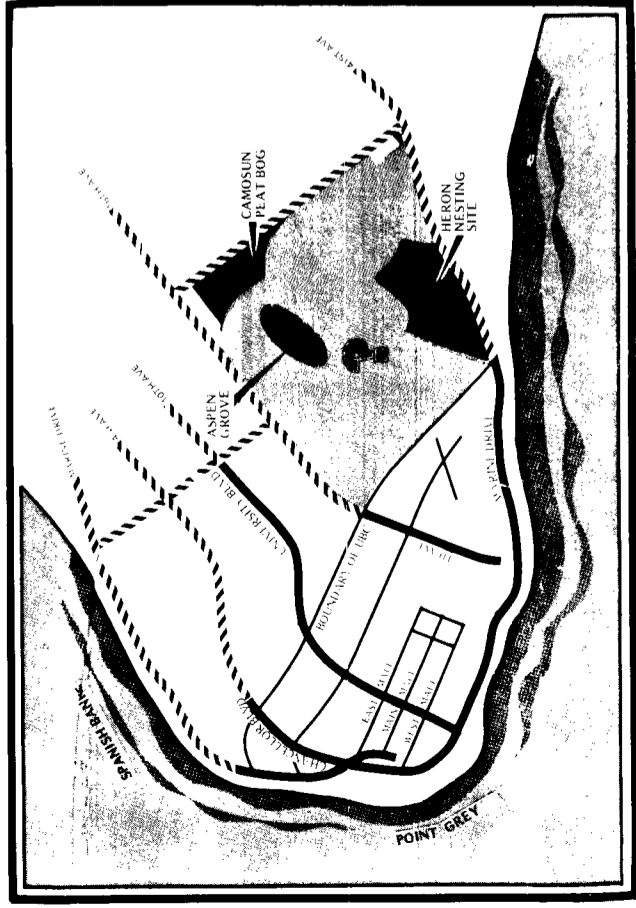


Endowment Lands park left in limbo



The Frank Buck Memorial Park in the University Endowment Lands, announced by Resources Minister Robert Williams Dec. 1, has not yet been established officially and its fate may well rest with the newly elected Social Credit government.

A number of Victoria sources have told **UBC Reports** that the order-in-council needed to establish the park has not been approved. One source said the order has been drawn up but has not been presented to the provincial cabinet.

Cabinet approval and formal signing by the lieutenant-governor are required before an order-in-council becomes law.

Although the order establishing the park could go before the outgoing NDP cabinet, Victoria sources indicated that this is not likely.

The park of 1,066 acres (slightly larger than Stanley Park) would be bounded by 16th Avenue, Marine Drive, Camosun Street and the UBC campus. Included would be a 240-acre ecological reserve that would be restricted to observational use only. Included in this smaller area is a heron nesting site.

The provincial park was to be named after the late Prof. Frank Buck, a UBC horticulturist who designed much of the campus landscape in the 1920s and '30s.

Another and much larger park announced by Mr. Williams during the election campaign has, however, been established by law. An order-in-council establishing the immense Spatsizi Plateau Wilderness Park in northwestern British Columbia was passed Dec. 3.

Creation of the park was announced by Mr. Williams on Nov. 27 at the annual meeting of the B.C. Ecological Reserves Committee held in the UBC Faculty Club. UBC botanist Dr. Vladimir Krajina is technical advisor to the committee.

It's really not all blackout

Outgoing Resources Minister Robert Williams was a little off base when he told a meeting at UBC on Dec. 1 that 47 per cent of the University's 1,100-acre campus is used for parking.

Jordan Kamburoff, of Physical Plant's planning division, said the campus comprises only 991.61 acres, of which parking lots and roads take up 154.68 acres or 15.61 per cent of the total.

Buildings cover 68.82 acres or 6.94 per cent and "hard" landscaping such as walks and plazas accounts for 51.08 acres or 5.15 per cent.

By far the largest area of the campus - 717.03 acres or 72.30 per cent - is covered by grass, flower beds, forests and other "soft" landscaping.

New rules start soon for library users

New regulations governing the loan of books from campus libraries will probably go into effect in January following approval by both the Board of Governors and Senate.

The new regulations, approved by Senate on Nov. 12, were approved by the Board at its Dec. 2 meeting after an attempt was made to have them returned to Senate for further consideration.

Prof. Gideon Rosenbluth, a member of the Board elected by the faculty, wanted Senate to reconsider penalties for late return of books. His motion to refer the regulations back to Senate was defeated.

The new regulations provide for a standard loan period of one or two weeks, and an extended loan period to enable book users to keep material for indefinite periods - if it is not in demand.

Users who have books out for standard loan periods will be expected to return the books on the due date for renewal. If another user requests the book after the due date, a notice will be sent to the holder of the book and a fine of \$1 a day will begin accumulating on the day the book is requested.

Prof. Rosenbluth said this regulation puts a person in the position of committing a crime and not knowing it.

Library officials say this regulation puts the onus for renewal of frequently used books on the user, since books out for standard loan periods are those most heavily in demand.

Holders of books on extended loan will have a seven-day period of grace in returning books requested by another user.

Easy money for Christmas

UBC's psychology department is looking for students who'd like to make a little money while having a real rest during the Christmas break.

The department is carrying out studies in sensory deprivation and needs student volunteers. They will be paid \$20 each for taking part in a 24-hour experimental session designed to test the effects of sensory deprivation on their motivation and problem-solving abilities.

Dr. Peter Suedfeld, head of Psychology, emphasized that the experiments are not "stressful or scary" and that subjects can opt out at any time. Sessions can be scheduled for any time during the Christmas break.

Interested students should sign up at room 21 in the basement of the Henry Angus Building. You can also visit the Psychology office, also in the Angus building, or call Dr. Suedfeld at local 3245.

Deadline Dec. 31

The deadline for submission of briefs for the Jan. 15 special open meeting of UBC's Board of Governors is Dec. 31, not Dec. 15 as reported in the last issue of **UBC Reports**.

Thirty copies of each brief, which should be as concise as possible, should be sent to Mrs. Nina Robinson, clerk to the board, in the president's office. Each person submitting a brief may speak to it for five minutes at the Jan. 15 meeting.

AUCE votes today on new University offer

Members of Local 1 of the Association of University and College Employees vote today on an offer made by the University in an attempt to bring contract negotiations to a successful close.

The offer covers pay grades and salaries. (The offer being voted on is presented on pages 2 and 3.)

The University's proposal on pay grades reduces the present 17 grades to 7, as requested by the union, but includes intermediate steps in pay grades 1, 2 and 3. Pay grades 4 to 7 in the UBC proposal are identical to the AUCE plan.

Pay grade 1 in the UBC proposal, for example, includes Clerk I, Library Assistant I and Data Control Clerk I at the basic level, and Stenographer I, Secretary I and Keypunch Operator Trainee at the intermediate level. Salary difference between basic I and intermediate I is \$40 a month.

As part of the proposal, the University also has agreed to provide new or amended job descriptions for all keypunch positions, which are included now in pay grade 1 intermediate, pay grade 2 and 2 intermediate, pay grade 3 and pay grade 4.

Financially, the starting salary for a new employee in pay grade 1 would be \$760 a month effective Jan. 1, 1976, and would rise in annual \$20 jumps to \$860. Pay grade 1 intermediate would start at \$800, rising to \$900. Pay grade 7, at the other end of the scale, would carry a starting salary of \$1,298 a month, rising to \$1,408.

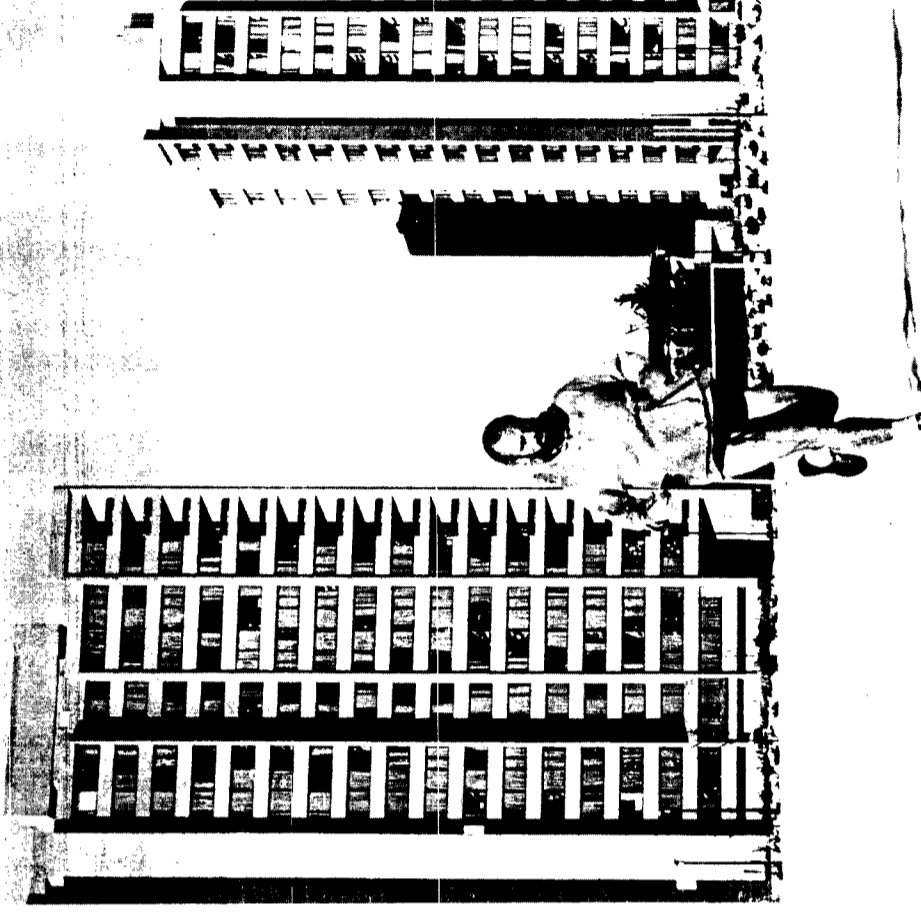
Starting salary now is \$633 a month at the low end, \$1,098 at the top end.

For the three months from Oct. 1 to Dec. 31, 1975, salaries would be a minimum of \$97 a month higher than they are at present. This would mean a minimum lump-sum retroactive payment of \$291.

As part of its offer, the university has proposed that on all monetary items the parties make joint application for approval to any tribunal of competent jurisdiction with respect to wage controls.

Term of the contract would be one year, from Oct. 1, 1975, to Sept. 30, 1976.

Of the eight non-salary issues still in contention at the beginning of the week, the University has tendered new proposals on two (sick leave and time off for union meetings), and three have been resolved outright.



'SNO FUN jogging in the snow, but senior computer analyst Jim Bjerring is determined.

The University has continued its consideration of the proposed classification of the AUCE group of employees and, in continued good faith, would like to present the following modified form of the seven (7) categories previously presented by AUCE. In this presentation the University continues to maintain that restructuring of the pay grades must be based on training, knowledge, skill(s), experience, complexity, and responsibility, - as well as consideration of how UBC positions compare to similar positions in the broader community. For this reason, intermediate steps have been introduced.

This modification of the classification system proposed by AUCE is suggested by the University in order both that an acknowledgement of the skill/responsibility basis of classifica-

tion may be accomplished, and that some flexibility may be built into the grading system, for entirely new positions or classifications which may have to be added in the future, under joint agreement between the University and AUCE.

The joint University-AUCE Job Evaluation Committee unfortunately was unable to make specific recommendations before the expiry of the contract in September. The University desires to continue the thorough study of the present classification system which was initiated. It is hoped that AUCE would be agreeable to meeting with the University on a regular basis in a joint endeavour to consider, and subsequently to implement, improvements in the classification system which are mutually agreeable to both parties.

Proposed Pay Grades

Old	Job Classification	New
G3	Clerk I	1
G5	Library Assistant I	
G5	Data Control Clerk I	
G7	Steno I	
*	Keypunch Operator Trainee	1 Intermediate
G9	Clerk II	
G10	Library Assistant II	2
*G11	Keypunch Operator I	
G11	Data Control Clerk II	
G11	Equipment Operator	
G13	Steno II	
G13	Secretary II	2 Intermediate
G13	Junior Theatre Assistant	
*G15	Keypunch Operator II	
G15	Clerk III	
G15	Senior Data Control Clerk	
G17	Secretary III	
G17	Stack Attendant	3
*G19	Senior Keypunch Operator	
G19	Computer Operator Trainee	
G21	Library Assistant III	
G19	Theatre Assistant	
G19	Senior Equipment Operator	3 Intermediate
G23	Stack Supervisor	
G23	Secretary IV	
G23	Program Assistant	
G25	Senior Theatre Assistant	4
*G27	Library Assistant IV	
G27	Keypunch Supervisor	
G27	Clerk IV	
G27	Buyer	
G29	Library Assistant V	5
G29	Assistant Programmer	
G29	Computer Operator	
G31	Senior Computer Operator	6
G31	Senior Buyer	
G33	Assistant Supervisor of Ops.	7
G33	Chief Computer Operator	

*It is understood that new or amended job descriptions for these positions will be provided as per Article 31, Section a, as agreed December 1, 1975.

Proposed Salary Scales

Effective Oct. 1, 1975

Pay Grade	Start	Step 1 1 Year	Step 2 2 Years	Step 3 3 Years	Step 4 4 Years	Step 5 5 Years
1 Intermediate	\$ 730	\$ 750	\$ 770	\$ 790	\$ 810	\$ 830
1 Intermediate	770	790	810	830	850	870
2 Intermediate	810	830	850	870	890	910
2 Intermediate	850	870	890	910	930	950
3 Intermediate	910	930	950	970	990	1010
3 Intermediate	950	970	990	1010	1030	1050
4	1010	1030	1050	1070	1091	1113
5	1091	1113	1134	1156	1177	1198
6	1177	1198	1220	1241	1263	1284
7	1263	1284	1305	1327	1348	1370

Effective Jan. 1, 1976

Pay Grade	Start	Step 1 1 Year	Step 2 2 Years	Step 3 3 Years	Step 4 4 Years	Step 5 5 Years
1 Intermediate	\$ 760	\$ 780	\$ 800	\$ 820	\$ 840	\$ 860
1 Intermediate	800	820	840	860	880	900
2 Intermediate	840	860	880	900	920	940
2 Intermediate	880	900	920	940	960	980
3 Intermediate	940	960	980	1000	1020	1040
3 Intermediate	980	1000	1020	1040	1060	1080
4	1040	1060	1080	1100	1122	1144
5	1122	1144	1166	1188	1210	1232
6	1210	1232	1254	1276	1298	1320
7	1298	1320	1342	1364	1386	1408

Increment Policy

- The service periods in the headings of the tables refer to service in the pay grade, except for employees who move to new pay grades by promotion or reclassification. Such employees will be treated as if they had the service indicated by the step at which they enter the grade.
- Increments will be paid automatically on July 1 of each year. An employee must have completed 3 months' service at the University to qualify for an increment.

(It is understood that hourly rates shall be 1/152 of monthly rates.)



BUBBLE SKYLIGHT tops off UBC's Museum of Anthropology

New programs for Interior residents

UBC will offer lectures and short courses in a variety of subjects to residents of a wide area of the province, President Douglas T. Kenny has announced.

"This program, which gets under way in January, is designed to bring the variety of learning experiences now available on the Lower Mainland to the province as a whole," Dr. Kenny said.

"The program will complement the work of the community colleges and will supplement rather than duplicate their efforts. As well as public programs, visiting speakers from UBC will participate in seminars with faculty from community colleges to share current research and academic interests with their Interior colleagues."

The program will be administered by the UBC Centre for Continuing Education, which already provides programs around the province for professionals.

Dr. Kenny said the key to the new program is the appointment of John G. Edwards as the University's on-site co-ordinator. Mr. Edwards has already moved into his office on the Vernon campus of Okanagan College.

Mr. Edwards, 41, will identify local needs - through the colleges, professions and the public - and then will arrange courses and speaking engagements with the appropriate faculty at UBC. Areas to be served initially are the Okanagan, Cariboo and West Kootenay. All courses will be general, non-credit programs.

"I consider it to be of great importance that UBC personnel, and visiting professors from other univer-



JOHN G. EDWARDS

sities, be physically present in the Interior," Dr. Kenny said.

"The program's success depends upon the needs of interior communities being transmitted to UBC, where appropriate faculty can be identified to meet those needs. I am certain that goal cannot be met if all teaching continues to be restricted to the Point Grey campus."

R.R. Jeffels, principal of Okanagan College, has written to President Kenny to express appreciation "for the imaginative planning you are doing in the Okanagan Valley."

Mr. Jeffels said he felt sure Mr. Edwards would render distinguished service in the Interior and that the college would do everything it could to help him.