

Negotiators reach accord

Final agreement on a new one-year contract was reached late Friday between negotiators for the University and the Association of University and College Employees.

Copies of the proposed agreement were distributed Monday to AUCE members, along with simple 'Yes' or 'No' ballots which were returnable today.

The new contract, which runs from Oct. 1, 1975, to Sept. 30, 1976, also must be approved by the University's Board of Governors.

The University advised the union upon the signing Friday of a memorandum of agreement that if the union membership approved the contract by 11 a.m. today, the University would make every effort to have retroactive pay ready for distribution Dec. 31.

Salaries under the new contract are at two rates, one for the period Oct. 31 to Dec. 31 and one for the nine months from Jan. 1 to Sept. 30. Retro-

active pay ranges from about \$250 to almost \$500.

Under the contract, starting-level salary for a Clerk I became \$730 a month effective last Oct. 1, and rises to \$760 on Jan. 1. Salary under the previous contract was \$633 a month.

The new contract still faces a hurdle that is beyond the control of the University or the union. It must be approved by the federal Anti-Inflation Review Board, or an equivalent provincial tribunal that may be set up. The union and University will make joint application for such approval.

Major problem faced by negotiators during their five months of talks was the restructuring of pay grades. The union wanted the 17 grades reduced to 7 broader grades, and the ultimate agreement was a modification of this.

The proposed contract endorses the principle of seven grades, but

makes provision for intermediate stages in the first three grades. This modification was approved by the AUCE membership at a special vote held on Thursday.

(See table on Page 4 for new pay grades and salaries.)

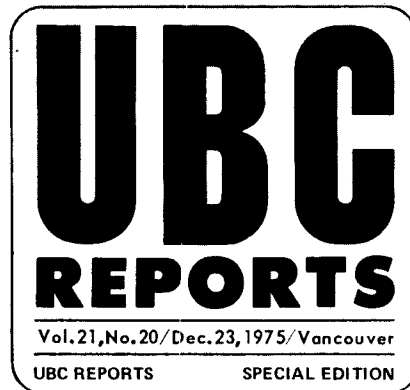
Highest salary under the new contract is \$1,408 a month, for step 6 of pay grade 7.

With restructuring and salaries approved, negotiators for both sides met all day Friday to resolve the few remaining points of contention.

A union request for two-hour lunch breaks once a month for union meetings was settled on the basis of one such break every two months, plus up to three additional two-hour breaks a year for special purposes.

On vacations, concessions were made by the University for long-service

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CAMPUS PEOPLE

Dr. Paul J. Marantz, of UBC's Department of Political Science, is one of 13 North American academics awarded grants to carry out research studies on the Soviet Union.

Dr. Marantz has been awarded \$7,000 under the program jointly sponsored by the American Council of Learned Societies and the Social Science Research Council and supported by a grant from the Ford Foundation.

Dr. Marantz is on leave of absence this year at the Hoover Institute at Stanford University, where he is doing research on changing Soviet views of the West in the period from 1917 to 1974.

Dr. Frederick Bowers, of UBC's English department, was a member of the three-man commission appointed by the former NDP government to study redistribution of seats in the B.C. Legislature. The commission's report, released Dec. 19, recommends increasing the number of seats in the Legislature from 55 to 62.

Mr. Hank Rosenthal, director of social science programs for UBC's Centre for Continuing Education, has been elected president of the B.C. division of the Community Planning Association of Canada. **Ms. Anne Ironside**, co-ordinator of the Women's Resources Centre operated by the Centre for Continuing Education, has been appointed to the Advisory Council on Women's Economic Rights, established by the provincial Department of Economic Development.

Mr. Ben Chud, of UBC's School of Social Work, is the new vice-president of the Canadian Association of Social Workers. He is the regional representative on the executive of the association from the Provinces of Alberta and B.C.

Ms. Joyce Searcy, assistant to UBC's dean of women, has been elected president of the Canadian Association of Women Deans and Counsellors.

Prof. Robert Macleod, director of UBC's School of Architecture, has been appointed by the provincial government to the Council of the Architectural Institute of B.C. He succeeds **Prof. Wolfgang Gerson**, another member of the UBC Architecture school.

Dr. John E. Hay, of the UBC's Geography department, has been elected vice-president of the Canadian Meteorological Society.

Dean W.D. Liam Finn of UBC's Faculty of Applied Science has been appointed by the federal government to serve as a one-man commission of inquiry on health and safety in grain elevators.

The appointment was made following a fire at the Burrard Terminal Elevator in North Vancouver on Oct. 3 which resulted in the death of five elevator employees.

Dean Finn is holding a series of hearings on the October fire and a 1973 explosion at the Burrard terminal, as well as hearings dealing with general safety in elevators.



Dean Finn



Prof. Warren

Prof. John B. Warren, of the physics department, won the Editorial Board Award for the best published editorial of the year in the **B.C. Professional Engineer**, the journal of the Association of Professional Engineers of B.C. The editorial dealt with the development of nuclear power.

Three members of UBC's Faculty of Education - **Dr. Stephen Foster**, **Dr. Margaret Csapo** and **Ms. Anne Vicente** - participated in a Canadian-Australian Education Information Exchange and Research Symposium recently. They visited the Faculties of Education at 11 Australian universities, sharing and gathering information on developments in special education, evaluation of teaching, values education and multivariate statistics.

Prof. Herbert Gush, of UBC's Department of Physics, is one of three Canadian scientists of international reputation who have been awarded 1975 I.W. Killam Memorial Fellowships, each worth \$36,000. Prof. Gush, who was the winner of a Killam Scholarship in 1974, will pursue research on the far infra-red spectrum of cosmic background radiation.

Prof. J.A.S. Evans, of UBC's Department of Classics, is the new vice-president of the Classical Association of Canada and will serve as program director for the association's 1976 meeting to be held at Laval University in Quebec.

At the annual meeting of the American School of Classical Studies, which is located in Athens, Prof. Evans was elected to the managing committee of the Gennadeion Library, one of the world's foremost collections of books on Byzantine history and culture.

Prof. J. Ross Mackay, of the Department of Geography, was the recipient this year of awards from the Royal Society of Canada and UBC.

The Royal Society conferred on Prof. Mackay the Miller Medal, awarded every second year for outstanding research in any branch of the earth sciences.

Prof. Mackay, who is one of Canada's best-known researchers on the Arctic, was also the recipient this year of the \$1,000 Prof. Jacob Biely Faculty Research Prize, awarded annually to a UBC faculty member for distinguished research carried out and published in the preceding five years.

Dean Davis Bates, the head of UBC's Faculty of Medicine, has been elected a fellow of the American College of Physicians and has been nominated as "Chancellor" in the environmental health sciences section of the Pan-American Medical Association.

Four members of the UBC faculty have been inducted into the Royal Society of Canada, this country's most prestigious academic organization.

They are: **Prof. Jean Laponce**, of the Department of Political Science and a specialist in the study of political attitudes; **Prof. Edmond E. Granirer**, of the Department of Mathematics and an expert in the field of mathematical analysis; **Prof. Gordon A.H. Walker**, director of the Institute of Astronomy and Space Science; and **Prof. Geoffrey G.E. Scudder** of the Department of Zoology.

Prof. Scudder was the recipient this year of the Entomological Society of Canada Gold Medal for outstanding achievement in his specialty, the study of insects.

Prof. George S. Tomkins, of the Faculty of Education, has returned to teaching duties at UBC after being on leave of absence since 1971 as co-director of the Canada Studies Foundation. While on leave he supervised national projects in all provinces designed to improve the quality of Canadian studies in elementary and secondary schools.

The Council is now funded by the 10 provinces through the Council of Ministers of Education and through the federal Department of the Secretary of State. Dr. Tomkins continues as a general consultant to the foundation and as chairman of the advisory panel which appraises the progress of work in Canadian studies and advises the board of trustees on policy and related matters.

Dr. Roy Taylor, the director of UBC's Botanical Garden, is the new president of the American Association of Botanical Gardens and Arboreta, a professional organization with members in North America.

Board asks for bus-service study

UBC's Board of Governors has asked President Douglas Kenny to make a study of bus services to the UBC campus.

The study was suggested by UBC's traffic and parking committee.

Both the 41st and 49th Avenue buses now reach the UBC bus terminus at University Boulevard and East Mall from the south, by way of 16th Avenue, Wesbrook Place and University.

It has been suggested that one of these buses should take an alternative route sweeping around the west and north sides of the campus by Marine Drive.

The traffic and parking committee reported to the Board that the routing problem was outside its terms of reference. It recommended that "no request be made for any change in the bus routings ... until further study is made."

The committee also recommended a general study of transit services to the University. This recommendation was referred to President Kenny by the Board.

Rick Murray, a student member of both the Board and the traffic and parking committee, said a request for the rerouting of a single bus line was an undesirable piecemeal change.

Smoking rules to be reviewed

A recommendation from UBC's Senate concerning smoking in lecture rooms and other UBC facilities failed to win approval at the Dec. 2 meeting of the Board of Governors.

On the recommendation of President Douglas Kenny, a "non-smokers relief regulation" was referred to the administration for review.

The regulation, passed at the Nov. 12 meeting of Senate, would prohibit smoking in study areas, elevators, public washrooms, indoor recreation areas and theatres.

The regulation also recommended that tobacco "not be used in any form in any room of a food establishment where food is cooked, prepared or displayed."

The Senate also reaffirmed UBC regulations approved in 1934 which prohibited smoking during exams and in lecture rooms either during or between lectures.

The regulations passed by Senate would also allow for special smoking areas to be set aside in all University buildings and separate sections set up for smokers in all eating areas.



Street addresses planned for all campus buildings

It should be easier to find your way around UBC's complex campus in 1976.

Next spring, UBC buildings will get individual street numbers, some campus roads will be renamed, and street signs may be re-mounted to read horizontally instead of vertically.

The new system has been devised by the planning division of the Department of Physical Plant.

UBC's present sign system, using street-corner pillars with vertically mounted street names, has led to confusion and controversy. The new system should reduce both.

An experimental version of the new street signs is on view at the intersection of Main Mall and University Boulevard. There the street-name plaques on the nine-foot pillar have been switched from vertical to horizontal mounting, and plaques have been added to designate the blocks to right and left.

Jordan Kamburoff, head of the planning division, urges members of the University community to let him know their reactions to the change. His local number is 2513.

The campus building-number system will conform to the block plan in use in the University Endowment Lands, Vancouver and Burnaby. It is to cost a total of \$13,500.

An 8-by-12-inch plaque showing the street name and number will be mounted over the main entrance of each campus building. This should help UBC people and visitors alike to

find their way to unfamiliar buildings.

However, the street number will not be the building's mail address. All UBC departments use a single mail address, 2075 Wesbrook Place.

In 1976 all major east-west roads on campus will be designated as boulevards, and all major north-south roads as malls. Thus the University's mailing address will become 2075 Wesbrook Mall. The postal code will remain V6T 1W5.

New names will be given to two major roads. The 10th Avenue extension from the Thunderbird Winter Sports Centre to Totem Park Residence will become Thunderbird Boulevard, and the short spur of old Northwest Marine Drive behind the former Fort Camp residence will become Cecil Green Park Road.

A number of nameless minor roads used mainly by service vehicles will be given names, as will major east-west roads in the south campus.

CCE enrolment up

Enrolment in programs sponsored by UBC's Centre for Continuing Education increased by 13.74 per cent in 1974-75, UBC's Senate learned at its Dec. 10 meeting.

The centre's annual report said enrolment increased from 27,200 in 1973-74 to 31,531 in 1974-75.

The most significant enrolment increase - 17 per cent - was in general programs sponsored by the centre.

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employees. The vacation entitlement will be three weeks in the second year, four weeks in the fifth year, five weeks in the eighth year, plus additional days for employees with 13 or more years of service. Commencing with their 14th year, employees will get an extra day of vacation for each additional year of service, to a maximum of five additional days.

The hourly differential for shift workers was set at 33 cents (up from 25) for the evening shift, 50 cents (up from 44) for the night shift.

Both sides agreed that a compre-

Buses will run

Most buses will continue to run on their regular schedules to and from UBC during the Christmas holiday season. However, the No. 926 North Van-UBC bus run has been cancelled until classes resume Jan. 5.

The 10th, 41st and 49th Avenue buses will continue to operate on their normal schedules although there may be only one bus instead of two waiting to take you home.

hensive study would be made of sick leave plans, including insurance plans and the plan now in effect at Simon Fraser University. This joint union-University investigation is to be completed within three months.

Meanwhile, more than 100 other issues were resolved over the long months of bargaining. Some were settled almost instantly, but agreement on others came only after long debate.

Here are just a few of those issues:

- The University has agreed to do all that is reasonably possible to assist the union in securing suitable day care facilities for employees.

- It was agreed that an employee shall be granted up to three months' maternity leave without pay, with reinstatement to her former position upon her return.

- Upon completion of the probationary period, a continuing full-time employee shall be entitled to take one UBC credit or non-credit course each term. Tuition shall be free, but the employee shall pay the cost of materials, equipment, or travel associated with the course.

- It was agreed that although student assistants (full-time UBC students working for the University no more than 10 hours a week) are not covered by the AUCE-UBC contract, they will be paid at the base hourly rate outlined in the contract.

- It was agreed that an employee shall have full access to his or her personal files. The employee shall have the right to insert written comment to any document. Copies of any such personal material shall be provided to the employee at cost.

SUB stays open

Food may be a little hard to come by during the Christmas holiday season on campus. All food outlets operated by Food Services except the SUB snack bar are now closed until classes resume Jan. 5. The SUB snack bar will be open every day from 8:30 a.m. to 4:00 p.m. except statutory holidays and weekends.

The Faculty Club will close at 2 p.m. on Dec. 24 and will remain closed Dec. 25, 26, 28 and Jan. 1. However, the snack bar, cafeteria and dining room will be open all other days for their normal hours.

NEW PAY RATES

New Pay Grades	Job Classifications	Base Rate	New Base Rates		Monthly Increase	
		at Sept. 30 1975	at Oct. 1 1975	at Jan. 1 1976	Oct. 1 1975	Jan. 1 1976
1	Clerk I	\$ 633	\$ 730	\$ 760	\$ 97	\$127
1	Library Assistant I	643	730	760	87	117
1	Data Control Clerk I	643	730	760	87	117
1 Intermediate	Steno I	671	770	800	99	129
1 Intermediate	Secretary I	671	770	800	99	129
1 Intermediate	Keypunch Operator Trainee	-	770	800	-	-
2	Clerk II	694	810	840	116	146
2	Library Assistant II	707	810	840	103	133
2	Keypunch Operator I	727	810	840	83	113
2	Data Control Clerk II	727	810	840	83	113
2 Intermediate	Equipment Operator	727	850	880	123	153
2 Intermediate	Steno II	741	850	880	109	139
2 Intermediate	Secretary II	741	850	880	109	139
2 Intermediate	Junior Theatre Assistant	741	850	880	109	139
2 Intermediate	Keypunch Operator II	748	850	880	102	132
3	Clerk III	748	910	940	162	192
3	Senior Data Control Clerk	748	910	940	162	192
3	Secretary III	778	910	940	132	162
3	Stack Attendant	778	910	940	132	162
3	Senior Keypunch Operator	792	910	940	118	148
3	Computer Operator Trainee	792	910	940	118	148
3	Library Assistant III	797	910	940	113	143
3 Intermediate	Theatre Assistant	792	950	980	158	188
3 Intermediate	Senior Equipment Operator	792	950	980	158	188
4	Stack Supervisor	860	1,010	1,040	150	180
4	Secretary IV	860	1,010	1,040	150	180
4	Program Assistant	860	1,010	1,040	150	180
4	Senior Theatre Assistant	860	1,010	1,040	150	180
4	Library Assistant IV	888	1,010	1,040	122	152
4	Keypunch Supervisor	894	1,010	1,040	116	146
4	Clerk IV	894	1,010	1,040	116	146
4	Buyer	894	1,010	1,040	116	146
5	Library Assistant V	932	1,091	1,122	159	190
5	Assistant Programmer	932	1,091	1,122	159	190
5	Computer Operator	932	1,091	1,122	159	190
6	Senior Computer Operator	1,035	1,177	1,210	142	175
6	Senior Buyer	1,035	1,177	1,210	142	175
7	Assistant Supervisor of Ops.	1,098	1,263	1,298	165	200
7	Chief Computer Operator	1,098	1,263	1,298	165	200