



Statement by President Kenny

In light of the present circumstances, I think it is important for everyone to remember that all segments of the University community make important contributions to our common enterprise of providing the best possible education for our students.

It is the University's objective to reach a satisfactory settlement with AUCE as soon as possible. I sincerely hope the negotiations can

be successfully concluded. A considerable number of items have already been agreed upon, and the University will of course stand by these agreements.

Our negotiators have indicated to the union that we are prepared to sit down at any time and reach agreement with them on a coherent proposal which will deal equitably with the remaining issues. I look forward to this happening in the very near future.

Eight issues remain unresolved

Although the key issue of salaries and the number of pay grades remains to be settled, considerable progress has been made by negotiators for the University and the Association of University and College Employees on other points of contention.

Many issues were resolved before the start of the one-week AUCE strike, leaving only 16 (apart from salaries) that were outlined in a union brief to the UBC Board of Governors on Thursday, Dec. 4.

And in the past week, agreement has been reached on half of those 16. All of the eight still to be settled are cost items, direct or indirect.

Settled since Dec. 4 were the following issues:

- Pay for student assistants;
- Day care;
- Overtime;
- Pay for work on statutory holidays;
- The contracting-out of work;
- Leave of absence;
- Meal periods and relief periods;
- Shift-work scheduling provisions.

Here are the issues still unresolved, with the union and University positions on them:

1. Staff Rooms and Facilities

The union agrees that staff rooms and facilities that serve food and beverages will be expected to pay their own way, but wants any deficits that do occur to be absorbed by the University.

The University's position is that any such deficits should be the responsibility of those incurring them. The University points out that its cafeterias and snack bars providing food service to students are not subsidized.

There are many staff rooms used by AUCE personnel, of varying size and offering a varied range of service. Some provide only coffee or tea but others include the sale of doughnuts, soup, sandwiches, etc.

The union says it is willing to forgo its demand on deficits, provided the University recognizes the principle of paternity leave.

2. Paternity Leave

The union, in its Dec. 4 brief, proposes that:

"Leave of absence for two weeks with no loss of pay shall be granted for paternity leave. All employees returning from paternity leave shall return to their former positions. Seniority shall accrue and there shall be no loss of benefits during paternity leave. Upon request, an additional leave of absence without pay for two weeks shall be granted."

The University contends that the AUCE-UBC contract already provides for a much-better-than-average vacation entitlement, and suggests that any father-to-be who needs to be at home while his wife is giving birth can arrange to take part of his vacation then. The University is prepared to rearrange vacation schedules to meet such a request.

3. Extended Vacation Benefits

AUCE members employed by UBC

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Administration replies to union brief

The University administration is in close touch with its negotiating team and fully supports them in their attempts to conclude a new agreement with Local 1 of the Association of University and College Employees.

This assurance was included in a brief presented to AUCE on Tuesday, in response to a brief presented by the union earlier the same day. Union representatives had expressed concern that their position was not being communicated clearly to the administration by the UBC negotiators.

The University brief comments on "the union's surprising statement" that "the University has in no way convinced us that the cost of our demand is a problem."

The prospective cost of any wage settlement is "a matter of considerable concern to the University," the UBC brief says, because it "would affect the

University's ability to meet its continuing obligation to provide higher education for the people of the province and continued security for all University employees."

The University's difficulties have been increased by the fact that "we could not and can not predict next year's operating grant from the provincial government," the UBC brief went on.

Nonetheless, it said, the University was prepared to stand by its October offer of a 19-per-cent wage increase in two steps effective Oct. 1, 1975, and Jan. 1, 1976.

Since that offer was made, it said, the federal government has announced its wage and price guidelines, and the provincial Department of Labour has indicated that those guidelines will apply to UBC. Furthermore, the provincial minister of education has

announced that universities may have a 15-per-cent ceiling imposed on increases in their operating grants for the next fiscal year.

In spite of these limitations, the University said, it felt obligated to stand by its October offer, provided that the 19-per-cent raise was approved by the federal Anti-Inflation Review Board or by some other tribunal that may be set up or legislation enacted to decide such matters.

It noted, however, that for the University to pay the 19 per cent it had offered AUCE "will entail serious constraints in other areas."

The University rejected the union's assumption, indicated in the AUCE

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now receive three weeks' annual vacation after one year of service, four weeks after five years, and five weeks after eight years.

A survey conducted by the provincial Department of Labour shows that most workers in B.C. receive much less than this in vacations. More than 60 per cent have to wait three years or longer to get three weeks, most wait 10 years to get four weeks, and most wait 20 or more years to get a five-week annual vacation.

AUCE wants four weeks during the fifth year, five weeks during the seventh year. Starting in their eighth year, AUCE says, employees should receive one additional day of annual vacation with pay for each additional year of service.

The union also proposes that:

"For computation of vacation entitlement, employees shall be deemed to be in their second calendar year on Jan. 1 if they have had service immediately preceding that date."

This would mean that any person starting work any time during 1975, up to and including Dec. 31, 1975, would receive a vacation of three weeks in 1976.

The union also wants additional vacation time for any working days that fall between Boxing Day and New Year's Day. "Employees who work during this period shall be entitled to an equivalent number of days to be added to their annual vacation entitlement for the following year," says the AUCE proposal.

The University contends that the vacation package is already generous and offers a great deal of flexibility during the work year. The University has, however, offered to increase vacations beyond five weeks for employees with 15 years or more of service. This would be done on the one-day-for-one-year principle sought by AUCE, but starting after 15 years instead of after 7.

4. Time Off for Union Meetings

The union wants all members to be granted a two-hour lunch break on the second Thursday of each month to attend union meetings.

The University already provides these extended lunch breaks every second month and contends that even this allowance is a rarity in union contracts. The University, however, says it would seriously consider granting the two-hour break for extraordinary meetings that might be called by AUCE, in addition to those held bi-monthly.

5. Shift-Work Differentials

The University now pays a differential of 25 cents an hour for those working on evening shift and 44 cents an hour for those working the overnight shift.

In the current negotiations, AUCE asked originally for a differential of \$1

an hour, for both evening and overnight workers, but has since reduced this demand to 60 cents an hour.

The University has offered to increase the evening differential to 33 cents an hour and the overnight differential to 50 cents. The Department of Labour survey shows that most B.C. evening-shift workers receive a

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brief, that structuring of job classifications was not a legitimate concern of the University.

The University, the brief said, "has the responsibility to carry on its operations with fiscal responsibility and as effectively as possible. In order to do this a realistic and workable job classification system is essential."

UBC negotiators have discussed this matter with AUCE representatives more than 30 times since November, 1974, the brief says, and are willing to continue discussions aimed at remedying any possible inequities in the present system.

Classification cannot be separated from the question of wages, the University said; the two are inextricably tied together.

The union's reclassification plan in itself would involve a wage increase of about 10.5 per cent, the UBC brief said. In addition the union has asked for an increase of 10 per cent, or a minimum of \$100 a month, on the new salary scales resulting from its proposed restructuring of the classification system.

The union's total demand therefore represents a wage increase of 23.8 per cent, the University brief said.

The UBC representatives, after presenting the brief to the AUCE negotiators, put forward the University's criticisms of the seven-step classification plan proposed by the union, and a clarification of the University's alternative nine-point system.

They then asked the union to reconsider the offer made by UBC last Saturday, which provided for the nine-level restructuring and a 7-per-cent or \$70-a-month increase retroactive to Oct. 1, with a further increase on Jan. 1 to bring the totals to 10 per cent or \$100 a month.

The union negotiators rejected this offer. However, they indicated that they might be willing to take back to their membership the University's earlier proposal, originally made on Oct. 3 and resubmitted Dec. 2, a proposal which had been twice rejected by the union.

The University's negotiating committee asked for clarification from the union of the relationship between the University's earlier wage proposal and the remaining non-wage items. The union indicated they did not wish to discuss the other issues.

University representatives then indicated they were available at any time if the union wished to contact them for further discussions.

premium of less than 30 cents an hour, and an even larger proportion of overnight workers receive a differential of less than 50 cents an hour.

6. Overtime for Shift Workers

The basic disagreement here is over where to add the differential should a shift worker work overtime.

The University has agreed to pay double time for all overtime (it now pays time-and-a-half for two hours, and then double time) and contends that a shift-worker on overtime should receive twice the hourly day rate for the job, with the differential of either 33 cents or 50 cents an hour added after this calculation.

AUCE wants the differential added first, and then the total hourly pay doubled in the case of overtime.

Under the union proposal, an overnight worker on a job for which the standard rate is, say, \$5 an hour would receive \$11.20 an hour for all overtime - the day rate plus differential, doubled.

Under the UBC proposal, that person would receive \$10.50 an hour - double the day rate, plus the 50-cent-an-hour differential.

The University contends that AUCE, in effect, wants a premium on a premium, claiming that the "inconvenience differential" is an hourly differential that should not be altered according to the number of hours worked.

7. Expanded Sick-Leave Provisions

AUCE members at UBC now receive three weeks' sick leave a year, based on 1.25 working days for each month of service, at full pay. This is cumulative up to 152 days of full-pay sick leave.

AUCE wants the following entitlement on sick leave:

One week at full pay for any employee with less than three months of service, including probationary and temporary employees;

Four weeks at full pay, plus 12 weeks at 75 per cent pay, plus 10 weeks at 60 per cent pay for any employee with three months of service but less than one year of service;

Twelve weeks at full pay, plus four weeks at 75 per cent, plus 10 weeks at 60 per cent for any employee with one year of service but less than five years.

For employees with five years of service or more, AUCE wants 26 weeks of full-pay sick leave.

The University contends that sick leave benefits now in force are better than those received by most employees in B.C., but says it is prepared to study alternative plans in detail, with an undertaking to begin such a study within 30 days of contract-signing and to complete it within 90 days.

8. Time Off for Moving

AUCE wants one day off with full pay for any employee changing his or her place of residence, for the purpose of moving the household.

The University contends that such a request is valid only when an employee is transferred by an employer to a different city.

What the two proposals mean in dollars

JOB CLASSIFICATION	Base Rate at March 31/74	Base Rate at Sept. 30/75	Increase over March 31/74	UBC Offer at Jan. 1/76	Proposed UBC Pay Grades	Increase over Sept. 30/75	AUCE Demand at Oct. 1/75	Proposed AUCE Pay Grades	Increase over Sept. 30/75	Increase over March 31/74
G3 Clerk I	\$408	\$ 633	\$225	\$ 760	1	\$127	\$ 827	1	\$194	\$419
G5 Library Assistant I	418	643	225	760		117	827		184	409
G5 Data Control Clerk I	418	643	225	760		117	827		184	409
G5 Dicta-Typist	418	643	225	760	2	117	827	1	184	409
G7 Steno I	446	671	225	820		149	827		156	381
G9 Clerk II	469	694	225	820	3	126	907	2	213	438
G10 Library Assistant II	482	707	225	820		113	907		200	425
G11 Data Control Clerk II	502	727	225	880		153	907		180	405
G11 Key punch Operator I	502	727	225	880	4	153	907	3	180	405
G11 Equipment Operator	502	725	225	880		153	907		180	405
G13 Steno/Secretary II	516	741	225	880	5	139	907	4	166	391
G13 Junior Theatre Assistant	516	741	225	880		139	907		166	391
G15 Key punch Operator II	523	748	225	880		132	907		159	384
G15 Senior Data Control Clerk	523	748	225	940	6	192	987	3	239	464
G15 Clerk III	523	748	225	940		192	987		239	464
G17 Secretary III	553	778	225	940	7	162	987	4	209	434
G17 Stack Attendant	553	778	225	940		162	987		209	434
G19 Senior Key punch Operator	567	792	225	940		148	987		195	420
G19 Computer Operator Trainee	567	792	225	980	8	188	987	5	195	420
G19 Theatre Assistant	567	792	225	980		188	987		195	420
G19 Senior Equipment Operator	567	792	225	980	9	188	987	6	195	420
G21 Library Assistant III	572	797	225	980		183	987		190	415
G23 Stack Supervisor	635	860	225	980		120	1067		207	432
G23 Senior Theatre Assistant	635	860	225	1040	6	180	1067	4	207	432
G23 Secretary IV	635	860	225	1040		180	1067		207	432
G23 Program Assistant	635	860	225	1040	7	180	1067	5	207	432
G25 Library Assistant IV	663	888	225	1040		152	1067		179	404
G27 Clerk IV	669	894	225	1100		216	1067		173	398
G27 Buyer	669	894	225	1100	8	216	-	6	-	-
G27 Key punch Supervisor	669	894	225	1100		216	1067		173	398
G29 Library Assistant V	707	932	225	1100	9	168	1152	7	220	445
G29 Assistant Programmer	707	932	225	1100		168	1152		220	445
G29 Computer Operator	707	932	225	1100		168	1152		220	445
G31 Senior Computer Operator	810	1035	225	1188	8	153	1240	6	205	430
G31 Senior Buyer	810	1035	225	1188		153	1240		205	430
G33 Chief Computer Operator	873	1098	225	1254	9	156	1328	7	230	455
G33 Assistant Supervisor of Operations	873	1098	225	1254		156	1328		230	455

Planning office gets new head

Dr. William Tetlow has been named director of UBC's Office of Institutional Analysis and Planning, formerly the Office of Academic Planning.

The appointment of Dr. Tetlow, former associate director of the academic planning office, was approved by the UBC Board of Governors on Dec. 2.

Prof. Michael Shaw, UBC's vice-president of University development, said the appointment and change of name for the former Office of Academic Planning are part of a reorganization of institutional functions announced in September.

The functions of the Office of Institutional Planning and Analysis have been co-ordinated with the president's office, under Prof. Shaw's direction.

Prof. Shaw said the change of name reflects the office's primary func-

tion of gathering appropriate statistical information about UBC for the benefit of the University community in relation to policy-making.

He said the functions of the office would be integrated with other developmental functions to provide analytical support to the administration, the Senate budget committee and the Board

of Governors.

The emphasis will be on fiscal analysis, information systems, and compilation of information on the University's short- and long-term needs for new academic buildings and other facilities. Another task will be providing data required by the Universities Council.

Turn-of-the-century shocker at UBC

The play that shocked the audiences of 1900 will be presented next week at UBC with a fresh look.

Henrik Ibsen's **A Doll's House** has been chosen by director Mary Kathleen Ziems as her M.F.A. thesis production. The issues which Ibsen aroused in **A Doll's House** are still unresolved today, and this production tries to provide

some new answers to the problems of marriage.

The play will run from Wednesday, Dec. 17, to Saturday, Dec. 20 in the Dorothy Somerset Studio with Camille Mitchell as Nora and Douglas McCallum as her husband Torvald. Tickets are available in Room 207, Frederic Wood Theatre, or call 228-2678.

THIS WEEK AT UBC

FRIDAY, DEC. 12

1:00 p.m. **OPHTHALMOLOGY RESEARCH MEETING.** Dr. T.E. Ogden, Department of Physiology, University of Southern California, speaks on **The Electoretinogram following Peripheral Retinal Ablation in Diabetic Patients and Normal Monkeys.** 2550 Willow Street.

SUNDAY, DEC. 14

3:15 p.m. **ICE HOCKEY.** UBC Jayvees versus the University of Portland. Thunderbird Winter Sports Centre.

MONDAY, DEC. 15

10:30 a.m. **FACULTY OF GRADUATE STUDIES** thesis presentation. Mr. Atulchandra Gokhale will be examined on **Wetwood in Black Cottonwood: The Effects of Microaerobic Conditions on the Development of Decay** for the Doctor of Philosophy degree in Forestry. Room 241, General Services Administration Building. Faculty and graduate students welcome.

8:00 p.m. **IMMUNOLOGY SEMINAR PROGRAM.** Dr. Rod Langman, research associate, Jonas Salk Institute, La Jolla, Calif., on **A New Concept of Immune Regulation.** Salon D, Faculty Club.

TUESDAY, DEC. 16

10:00 a.m. **FACULTY OF GRADUATE STUDIES** thesis presentation. Mr. Donald Alper will be examined on **From Rule to Ruin: The Conservative Party of British Columbia, 1928-1954** for the Doctor of Philosophy degree in Political Science. Conference room, General Services Administration Building. Faculty and graduate students welcome.

3:30 p.m. **FACULTY OF GRADUATE STUDIES** thesis presentation. Mr. Peter Morrod will be examined on **Protein Chemistry of Acetylcholinesterase** for the Doctor of Philosophy degree in Chemistry. Room 225, Chemistry Building. Faculty and graduate students welcome.

4:00 p.m. **BIOCHEMICAL DISCUSSION GROUP.** Dr. Rod Langman, Salk Institute, La Jolla, Calif., on **Biochemical Approaches to Cellular Interactions in the Immune System.** Lecture Hall 5, Woodward Instructional Resources Centre.

9:30 p.m. **UBC PUBLIC AFFAIRS**, presented by the Centre for Continuing Education. This week's program is on **The Trident Submarine - An Escalation of the Arms Race?** Host Gerald Savory and guests Dr. Michael Wallace, of UBC's political science department; Prof. Mary Kaufman, Hampshire College, Mass.; and Robert Aldridge, an author and defence policy critic. Channel 10, Vancouver Cablevision.

THURSDAY, DEC. 18

2:30 p.m. **FACULTY OF COMMERCE AND BUSINESS ADMINISTRATION** Policy Analysis Seminar. Dr. T.R. Robinson, assistant deputy minister, policy research and long-range planning department, Canada Health and Welfare, on a **General Framework for Evaluation of Social Security Policy.** Penthouse, Henry Angus Building.

9:30 p.m. **BEYOND THE MEMORY OF MAN**, a series of half-hour television programs presented by the Centre for Continuing Education. This week's program, the last in the fall term, is on **Cologne** as a medieval city by Dr. Edward Mornin of UBC's German department. Channel 10, Vancouver Cablevision.

FRIDAY, DEC. 19

8:30 p.m. **BASKETBALL.** UBC versus a Dogwood Senior A team. War Memorial Gymnasium.

SATURDAY, DEC. 20

8:30 p.m. **BASKETBALL.** UBC versus a Dogwood Senior A team. War Memorial Gymnasium.

Monday deadline for briefs to Board

Monday is the deadline for submission of briefs for the special open meeting of UBC's Board of Governors on Jan. 15.

The open meeting will be held in the Board and Senate Room of the Main Mall North Administration Building from 12:30 to 2:30 p.m.

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

Tickets for admission can be reserved by calling Mrs. Sheila Stevenson in the president's office, Local 2127.



The giant sequoia tree in front of UBC's Main Library will be all lit up for Christmas tonight.

The tree, nearly 100 feet in height, will be decorated with almost 1,500 colored lights in 17 strings.

This year, however, the 35-bulb star that normally tops the tree will be absent.

Physical Plant area supervisor Bob Black said the star will be absent because the California redwood is still growing and it's feared the star will damage the tree's growing tip.

After all the bulbs have been screwed in, the strings of lights are hauled up by sash cords and fixed in place by Physical Plant workmen who climb up the branches of the tree.



Santa comes to International House on Sunday, Dec. 14 to join UBC's students and their families at the Christmas party to be held from 2 to 5 p.m. All students, their families and their children are welcome.



Habitat theme for TV series

Human settlements and the results of urbanization is the theme for the spring term of "UBC Public Affairs," a half-hour television series presented by the Centre for Continuing Education on Channel 10, Vancouver Cablevision.

The series focusses on current international and national public issues. The theme for the fall term programs, the last of which will be seen Dec. 16 at 9:30 p.m., has been **The New Economic Order.** Gerald Savory from Continuing Education hosts the programs.

The spring series will begin Thursday, Jan. 22 at 10 p.m. and will run every second Thursday until the beginning of April.