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# UBC reports

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## UBC, association sign revised framework pact

UBC's administration and the Faculty Association have signed a new, five-year framework agreement for collective bargaining outside the Labor Code of B.C.

The revised agreement, which replaces one in force since December, 1975, was signed on April 3 by UBC and Faculty Association representatives following a mail ballot conducted by the association, which saw faculty members vote 665-28 in favor of approval.

The new agreement provides, among other things, for:

- Simplification of bargaining procedures between the University and the association on salaries, fringe benefits and other items with economic implications;

- Expansion of the faculty bargaining unit to include full-time sessional lecturers employed by UBC for at least eight months for the purpose of negotiating salaries and fringe benefits; and

- Changes in the structure and terms of reference of joint University-association committees provided for under the agreement for collective bargaining on non-academic matters and for consideration of grievances by faculty members.

Under the previous collective agreement, UBC and the association began bargaining on economic issues on May 31 for the year commencing July 1 of the next calendar year, which meant that salaries and other economic matters might be settled before the University had formulated its budget for the next fiscal year.

The new agreement, however, provides for consultation only between

the University and the association if the association chooses to submit by May 15 a written brief on salaries, fringe benefits and other items with economic implications on which it may desire to negotiate for the year commencing on July 1 of the next calendar year. Actual bargaining will not take place until March 1 for the year commencing on the following July 1.

If agreement has not been reached on all items within three weeks of the University being officially notified of its operating grant by the Universities Council, the matters in dispute will be submitted to an arbitrator, whose decision will be final and binding on both parties.

A new clause under the section on arbitration says that the arbitrator is not entitled to reject an argument by the University that it is unable to pay on the grounds that it is an institution deriving a substantial part of its funds from government.

The inclusion of full-time sessional lecturers under the agreement for the purpose of negotiating salaries and fringe benefits only will add 60-65 teachers to the bargaining unit, which totals about 1,900 persons.

The agreement also makes provision for a part-time tenured faculty member to remain in the bargaining unit if his or her status is changed from that of a full-time to a part-time member.

The structure and terms of reference of joint committees to settle disputes in bargaining on non-academic matters and to deal with grievances by faculty members have also undergone changes under the new agreement.

The section on collective bargaining on non-economic matters now provides that a committee decision will have the force only of a recommendation when it involves either: the criteria and procedures for termination of employment or lay-off of bargaining unit members for financial exigency; or a continuing financial commitment by the University.

Under the section of the agreement dealing with grievances, a grievance committee now has the power to annul decisions on which the grievance is based when it finds that an established policy or procedure has been contravened and an injustice has thereby occurred.

The matter is then referred back to the appropriate faculty or department or to the president for reconsideration, together with any recommendations the committee thinks appropriate.

Another new clause of the agreement provides for its termination if the association is certified as a bargaining agent for faculty members at the University in accordance with the Labor Code of B.C. or under other legislation establishing a system for collective bargaining. Provincial legislation now excludes university teachers from the provisions of the B.C. Labor Code.

A key clause carried over from the previous agreement prohibits strikes by the association and lockouts of members of the bargaining unit by the University.

## UBC gets valuable documents

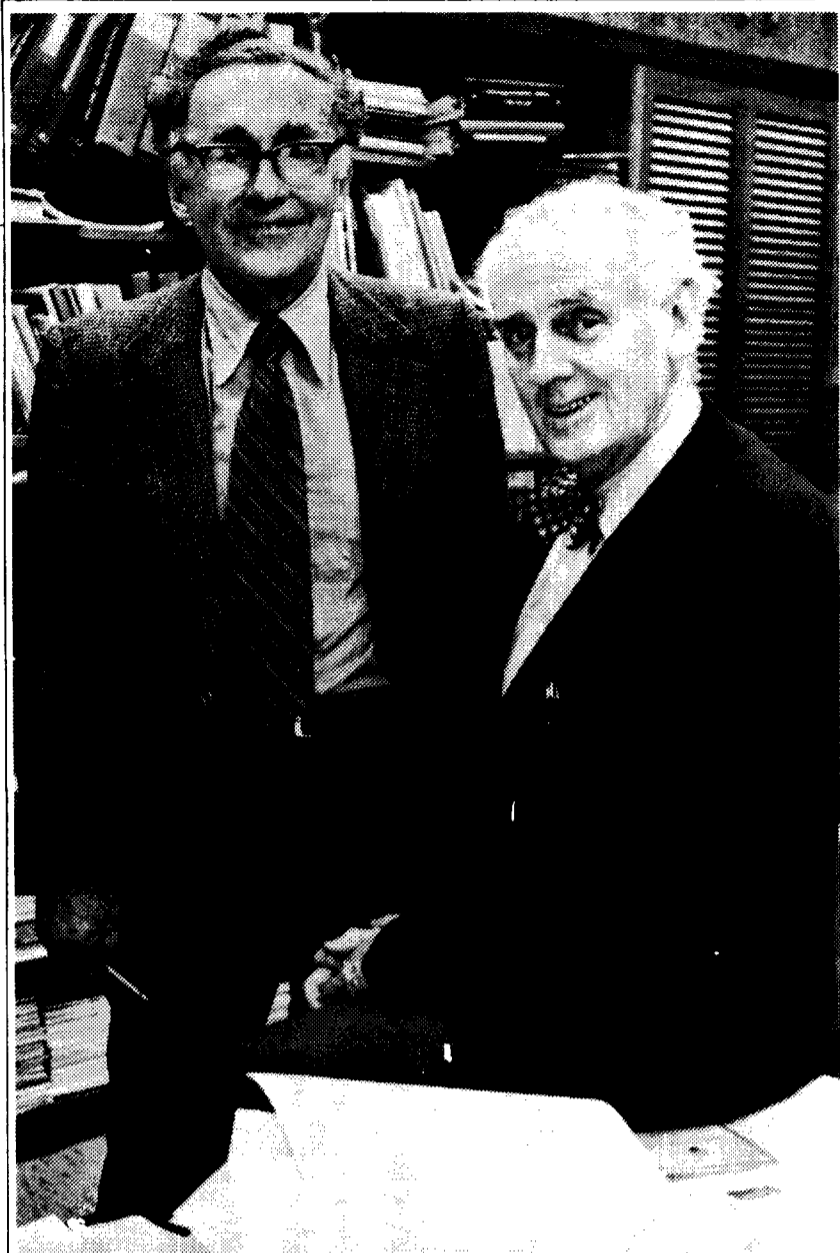
Three important collections of papers and other materials related to the forest industry of British Columbia have been given to the University.

The International Woodworkers of America and former IWA president Harold Pritchett have donated notes, correspondence files, photographs, minutes of meetings and various other documents reflecting the history and development of the IWA and its predecessor labor organizations in the forest industry from about 1925 to the present day.

The University has also recently received the Humbird Family Papers, which consist of minute books, financial records and other materials relating to the operations of the Victoria Lumber and Manufacturing Co. Ltd., of Chemainus, B.C.

The Humbird Papers were donated to the University by Virginia Humbird Dickey, the daughter of the late Thomas J. Humbird and the granddaughter of John Humbird, the two principal figures in the operations of the Vancouver Island firm from 1890

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Picture by Jim Banham

UBC's retiring dean of Science, Prof. George Volkoff, left, heartily approves of the appointment of Prof. Cyril Finnegan of the zoology department as his successor.

## Retiring dean happy about his successor

"In a sense, he reminds me of Walter Gage because he's married to the University. He's a workaholic who never takes holidays. More important is the fact that he's an upright character with strongly held principles."

That's how George Volkoff, who retires on June 30 as dean of the Faculty of Science, describes his successor, Prof. Cyril Finnegan, a 21-year member of the UBC faculty whose appointment as dean of Science was approved by the Board of Governors at its April meeting.

And Dean Volkoff's opinions about his successor aren't based on conjecture or hearsay. For the past seven years — in fact, as long as George Volkoff has been dean — he's worked closely with associate dean of Science Cyril Finnegan.

"In fact," says George Volkoff with a grin, "I could have saved the University months of committee work and money if they'd asked me who was the most suitable candidate for the job. I would have told them he was in my own office."

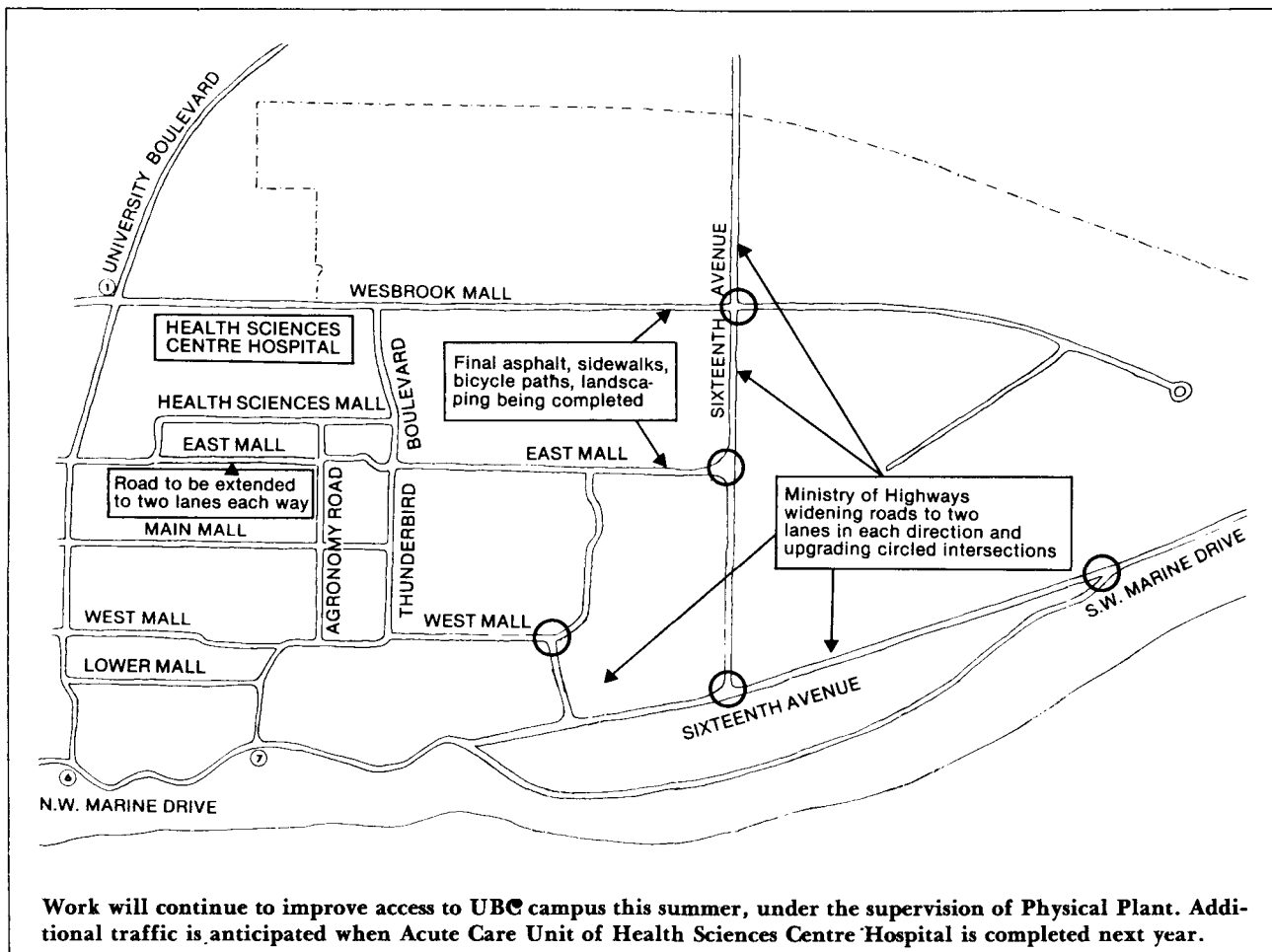
The charge that he spends too much time on University affairs elicits a simple reply from dean-elect Finnegan: "It depends on whether the goal is worthy of the effort. I feel the University is." Then he adds, with a grin, "It also keeps me out of trouble."

It's difficult to imagine Cy Finnegan having the time to get into trouble considering the fact that, in addition to his teaching, research and administrative work as associate Science dean, he appears to have sat on every University committee of any importance over the past two decades.

A simple listing of his committee work runs to three typewritten pages and includes membership on several bodies to select deans and heads of departments, endless presidential ad hoc and advisory committees on everything from union negotiations to student services and traffic and parking as well as joint UBC-Faculty Association committees to consider such things as outside professional activities and redundancy and demographic change in faculty.

His other activities over the years have included: six years as a member of UBC's Senate, where, in addition to becoming famous for his wit, he has chaired the sensitive admissions committee that recommends on standards of admission to the

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Work will continue to improve access to UBC campus this summer, under the supervision of Physical Plant. Additional traffic is anticipated when Acute Care Unit of Health Sciences Centre Hospital is completed next year.

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University; chairmanship of the faculty fund-raising committee for the Aquatic Centre; and a five year stint (1969-73) as defensive coach of the UBC Thunderbird football team under the late Frank Gnuq.

None of these activities has caused him to neglect his teaching and research duties as a member of the Department of Zoology. He's the author or co-author of some 25 papers on embryology that have appeared in leading learned journals. Within the field of embryology, he's specialized in amphibians, chiefly salamanders, the eggs of which he collects on field trips in the Lower Mainland.

Being a dean won't keep him out of the classroom, either. He plans to teach a section of Biology 100 next year.

Born in the New England state of New Hampshire, Cy Finnegan attended Bates College in Lewiston, Maine, before and after World War II, in which he served in the U.S. Army. After receiving his Bachelor of Science degree at Bates, he enrolled at the University of Notre Dame in the American midwest, where he got both his Master of Science and Doctor of Philosophy degrees and, in his spare time, became "a tramp athlete," as he puts it.

Before joining the UBC faculty in 1958, Cy Finnegan taught at Wabash College in Indiana, St. Louis University in Missouri and at Notre Dame.

He doesn't anticipate there will be any dramatic changes in the office of the dean of Science "until I've had a chance to sit and think a while about it."

As associate dean for the past seven years, Cy Finnegan has been responsible for dealing with the knottiest of student problems that are referred to him by the faculty's two assistant deans, Prof. Nathan Divinsky (Mathematics) and Prof. Ted Danner of Geological Sciences, overseeing changes in the curricula of the nine departments that make up the faculty, and consulting with his counterparts in other faculties on problems that inevitably arise because of the fact that Science is a service faculty offering courses to students from other areas of the University.

If you ask Cy Finnegan what all this

non-stop activity has taught him, he has a single-word reply: "patience."

Whether you're working with salamanders or human beings, he adds, you have to consider the infinite variability of living organisms and simply wait for things to happen.

When he isn't involved in University activities, Cy Finnegan is usually attending sports events or watching them on television. He's a Montreal Canadiens fan, "except when they're playing the Boston Bruins, and I predict that this year the Boston Red Sox will win the American League pennant and the World Series."

And when he isn't doing any of the above things, Cy Finnegan says he tries to keep track of the comings and goings of his nine children, six of whom still live at home.

One of the things that pleases George Volkoff most about the appointment is that there will be no "breaking-in period" required. "We've kept no secrets from each

other over the past seven years," he adds, "and I can relax for the next three months because Cy knows where all the files are."

When George Volkoff leaves his office for the last time as dean of Science on June 30 it will mark the end of a 45-year association with UBC as a student (1930-36), teacher and researcher (since 1946), head of the Department of Physics (1961-71) and dean of Science (since 1972).

Leaving UBC, however, won't mean severing himself from his discipline. He's accepted an invitation to edit one of the many Russian journals of physics which are published in cover-to-cover English translations by the American Institute of Physics.

For many years, Prof. Volkoff has himself been translating Russian-language articles on physics for institute journals and he's now editor of the one entitled *Reports on Progress in Physics*.

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to 1950, when the company's operations were wound up.

The third collection of papers has been donated to the University by Chauncey D. Orchard, a former chief forester of the province.

A spokesman for the division of special collections of the UBC Library, where the collections will be housed, said they provide a rich source of information of historical significance on the operations of various aspects of the B.C. forest industry, particularly that of organized labor, which is basically the early history of the labor movement in western Canada.

The IWA-Pritchett collection includes minute books of the union committee, chaired by Mr. Pritchett, that staged a strike at Fraser Mills in 1931. It was the first major strike in the forest industry in western Canada and was decisive in strengthening union activity throughout the industry.

Another part of the collection contains valuable material on the 1934 loggers strike on Vancouver Island, which saw some 700-800 forest industry workers converge on Campbell River for several months. The strike led to an increase in the minimum

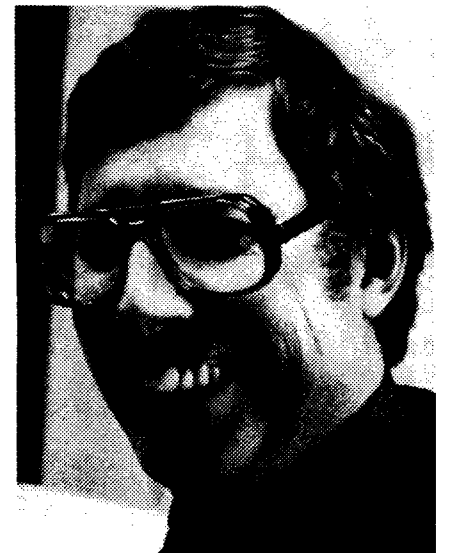
wage established by the provincial government.

The IWA-Pritchett Papers have been given to the University under the terms of a memorandum of agreement approved by UBC's Board of Governors. The agreement is between UBC and The International Woodworkers of America Regional Council No. 1.

In accordance with the wishes of the donors, access to the IWA-Pritchett Papers will be restricted for 10 years to researchers who obtain the permission of the IWA and Mr. Pritchett. At the conclusion of the 10-year period, the collection will be open to any qualified scholar engaged in serious research and any literary rights that the donors may have in the documents will terminate.

Mr. Pritchett, who now lives in retirement in Port Coquitlam, was a prominent figure in forest union activities in B.C. and the Pacific Northwest for more than two decades. Born in England in 1904, he began working in Lower Mainland lumber mills in 1919.

He was, at various times, president of the Shingle Weaver's Union, the Federation of Woodworkers and District Council No. 1 of the IWA. Mr. Pritchett retired from union activities in 1948.



Prof. Robert Kubicek

**Kubicek to head History**

Prof. Robert V. Kubicek, a UBC faculty member since 1963 and an expert on British Empire and Commonwealth history, is the new head of the Department of History in UBC's Faculty of Arts.

The 43-year-old native of Drumheller, Alberta, will succeed Prof. Margaret Prang, who is stepping down as head of the department but will remain at UBC as a teacher and researcher.

Prof. Kubicek is a graduate of the University of Alberta, where he received the degrees of Bachelor of Education in 1956 and Master of Arts in 1958. While a student, he worked as a newspaper reporter for the *Edmonton Journal*.

He studied at the London School of Economics in 1958-59 and taught school in Calgary in 1959-60 before enrolling at Duke University, where he received the degree of Doctor of Philosophy in 1964.

He is the author of two books published by the Duke University Press and a number of articles on British imperial history. One of his books is a study of South African gold-mine financing for a 28-year period spanning the 19th and 20th centuries. More recently he has begun research on British and European financing of B.C. mining to 1914.

Prof. Kubicek has been active in University affairs as a member or chairman of a number of departmental and dean's committees. He was president of the UBC Faculty Association in 1971-72 and a founding member of the Conference of Faculty Associations of B.C. in 1972.

**A warning**

Next time you go out for coffee or lunch, make sure you take your purse or wallet with you. Don't leave it lying in your study carrel or office.

That warning comes from Dave Hannah, superintendent of Traffic and Security. There's been a steady rise in the number of petty thefts on campus, most of them "crimes of convenience," the result of carelessness or negligence on the part of the victim, says Mr. Hannah.

"It seems to happen this time each year," he says, "but this year the rise is big enough to make us concerned."

So lock your car or your office, don't leave your valuables in plain view, and don't tempt passers-by to become thieves.



Picture by Jim Banham

President Douglas Kenny, left, presented membership pins in UBC's 25-Year Club to three long-service UBC employees at a Faculty Club banquet last week. Inducted into the club were: Edith Allen, second from left, an assis-

tant UBC registrar; Marie Porter, a staff nurse in the Student Health Services Hospital; and Kurt Henze, a supervisory technician in the Department of Physiology of the Faculty of Medicine.

## Accessibility to UBC aim of project

UBC has approved the spending of \$159,000 on a two-point program designed to improve accessibility to the University for B.C. high schools.

UBC will launch a pilot project this summer with five high schools chosen as representative of the various schools in the province. The schools are Sir Charles Tupper in Vancouver, Hazelton Secondary in the Terrace School District, Lillooet Secondary, North Peace Secondary in Fort St. John, and Charleson Secondary in Ocean Falls.

Representatives of the five schools have been invited to the UBC campus this summer to confer with appropriate University personnel at a planning workshop. A major aim will be to determine why some students come on to University while others do not.

UBC also will provide special \$750 bursaries for two students from each of the five high schools. The awards will be made on the recommendations of the schools to students who might not normally have the financial resources to go to the University.

As the second point in the new accessibility program, UBC will expand its distribution of printed and audio-visual material to secondary schools throughout the province, including special material aimed at low-income students.

As part of this plan, selected students now in Grades 8 and 9 will be invited to visit the University, since studies have shown that it is at this point in their school careers that students generally decide about post-secondary education. UBC will also arrange for students at the University to visit their former high schools to provide information to prospective freshmen.

This two-point program is the second in a series of initiatives taken by UBC to improve accessibility to higher education. In February, the University decided to spend \$250,000 over the next five years on direct grants to low-income students.

President Douglas Kenny said no student should be kept out of the University for financial reasons.

## 'Quality support staff make UBC go'

High-quality support staff is one of the things that make the University go, President Douglas Kenny told a banquet honoring long-service employees of the University last week.

The president was addressing the annual banquet of UBC's 25-Year Club, at which five employees with 25 or more years of service were made members.

"I'm often asked what are the things that make the University go," President Kenny told the gathering. He said high-quality students and faculty were two necessary ingredients, "but equally important are high-quality support staff. The University is in debt to you all for the loyalty and dedication you have shown over the years."

The president then presented 25-year pins to:

Edith Allen, one of UBC's assistant registrars, who joined the Registrar's Office in 1953 as a stenographer and was appointed assistant registrar in 1970;

Kurt E. Henze, a supervising technician at UBC who joined the Department of Physiology in 1954 as a laboratory technician; and

Marie Porter, a staff nurse in the Student Health Services Hospital since 1954.

Other new members of the club who were unable to attend last week's banquet are:

Arthur F. Betts, a member of the UBC powerhouse staff who joined the University as a fireman in 1954 and who was also with the physical plant department as a maintenance mechanic; and

Margaret Morley, who retired on Jan. 31 from her duties as housekeeping assistant with Student Health Services.

There are now 67 members of the 25-Year Club, 29 retired and the rest still employed at the University.

The new president of the club, elected at last week's banquet, is Don Pearce, a technician in Plant Science, who succeeds Alex Fraser, head technician in the Department of Physics. The club's new secretary is Tom Holness, an area supervisor in Physical Plant, who takes over from Alison Law of the Registrar's Office.

Three members of the 25-Year Club

who retired from their duties at the University recently are: Lloyd Bowers, a 33-year employee of the University as a gardener and truck driver; George T. Kent, who joined the University staff in 1949 and has been a senior technician in the pharmacology department since 1958; and Albert Boschalk, an area supervisor for the Department of Physical Plant, who joined the University staff in 1951 as a truck driver and tractor operator.

Other members of the Department of Physical Plant who retired recently are (year in brackets indicates when they joined the staff): Martin Pungar (1955), John W. Nethery (1956), Gabriel J. Walters (1960), Ruben Feldstein (1961), Paul W. Milum (1962), Konstantin Rannaoja (1964), Cecil Charles Malmsten (1967) and James C. Page (1970).

Recent retirements from UBC's Traffic and Security Department are patrolmen William Donald, John Kostinuk and Walter T. Gibson and traffic and security supervisor Clifford J. Clark.

Mildred Bellward, a clerk in UBC's Student Health Service since 1964, also retired recently. Carol Hirsman, a technician assistant at the G.F. Strong Laboratory since 1959, has taken early retirement.

Two members of the University support staff who died recently are: O.C. Tuck, service worker and icemaker at the Thunderbird Winter Sports Centre and an employee since 1963; and James M. Hallow, who joined the TRIUMF Project in 1970 and became design office supervisor there in 1976.

## It will cost a bit more to park next year

It's going to cost everyone a little more to park on the UBC campus beginning Sept. 1.

UBC's Board of Governors approved increases in annual and casual parking rates at its April meeting to offset increased traffic and security costs.

The new rates approved by the Board are as follows (old rates in brackets): Faculty, staff and frequent visitors — \$45 (\$40); graduate and undergraduate student parking in preferred lots — \$50 (\$26.50); parking in Acadia Camp and at the Walter H. Gage Residence — \$11 (\$10); general student parking — \$9 (\$8); faculty and staff motorcycles — \$11 (\$10); student motorcycles — \$5 (\$4).

The 25-cents-an-hour rate for day parking on the campus remains unchanged but the all-day rate of \$1.50 has been increased to \$2. Day rates apply between the hours of 7:30 a.m. and 5 p.m.

And the flat rate for night parking on the campus has been increased from 50 cents to 75 cents. Night rates apply between the hours of 5 p.m. and 7:30 a.m.

Parking rates on the UBC campus were last increased in September, 1978.

## Grad class divides gift

UBC's 1979 graduating class has voted to divide its gift to the University between the Crane Library for the blind and the UBC Handicapped Society.

The Crane Library will receive \$7,500 to construct an acoustic recording centre for the blind at its headquarters in Brock Hall.

And the handicapped group will receive \$2,000 to aid in providing wheelchair access to the campus War Memorial Gymnasium.

A total of 13 projects were suggested as recipients of the annual gift, supported by a \$7 levy on each member of the graduating class.

Graduating students are asked to rate the projects in order of priority.

