CARLETON UNIVERSITY

Minutes of the 193rd Meeting
of the
BOARD OF GOVERNORS

Time: Thursday, December 14, 1967, at 12:30 p.m.
Place: Faculty Lounge, College Building, St. Patrick's Campus

PRESENT:
Mr. D. A. Golden, Chairman, Mr. V. S. Castledine, Mr. J. C. Clarke,
Mr. A. A. Crawley, Dr. A. D. Dunton, Mr. C. F. Elderkin, Mr. C. F.
Elliott, Mr. C. H. Everett, Mrs. E. D. Fulton, Mr. F. E. Gibson,
Dr. J. L. Gray, Mr. C. L. Jeffrey, Mr. A. M. Laidlaw, Mr. A. B. R.
Lawrence, Dr. C. J. MacKenzie, Mr. T. R. Montgomery, Dr. H. Pullen,
Mr. F. K. Venables, and Mrs. A. H. Zimmerman. Also present: Mr. F. J.
Turner, and Mr. D. C. McEown, Secretary.

INTRODUCTIONS:
The Chairman introduced Dean J. J. Kelly, Vice-Dean H. MacDougall,
of St. Patrick’s College division of the Faculty of Arts, and
Professor Bowers, Director of the School of Social Work, who were
present for the luncheon part of the meeting.

WELCOME:
The Chairman welcomed Mrs. Fulton to her first meeting of the Board
of Governors.

MINUTES:
It was agreed that the minutes of the previous (192nd) meeting be
approved as distributed.

PUBLIC TENDERS:
In response to a question relating to the minute of the 192nd meeting
about public tenders, the Chairman reported that all building projects
would be called as public tenders unless exception for a specific
project was made by the Board.

WATER LEVELS OF
THE RIDEAU RIVER:
At the request of the Department of Physical Plant, DeLeuw Cather and
Company provided the following information for the reply to the question
raised concerning water levels at the 190th meeting of the Board.

It was reported that the extreme flood level for the campus has been 192.5
feet and that over the past fifteen years the level at the bridge has only
exceeded 190 feet on an average of four days a year. It was reported; (a)
that the lowest level of untanked space in the Administration Building is
192.75 feet; and (b) that some mechanical space in the Controlled
Environment Facility is at 189.9 feet, but that this space can be flooded
a few inches before any damage is done.
Dr. J. L. Gray, Chairman of the Building Committee, led the discussion of the Report. (A copy of the minutes of the 108th meeting of the Building Committee is attached to the original of these minutes.)

University Centre Planning - Dr. Gray reported that the architect had come forward with the proposal concerning the use of the existing Commons which resulted from the architect's assessment that the addition of 100 seats to the present capacity estimated to cost approximately $500,000, should be reconsidered in light of the fact that this increased capacity would only meet the needs of the University for a very short time.

Their proposal was to retain the existing Commons with minor renovations and be prepared to provide additional facilities a year sooner than is now planned. It was reported that the Building Advisory Committee and the Building Committee had agreed to this proposal providing that the minor renovations would include:

(a) conversion of the present faculty dining room into meeting rooms;
(b) an adequate servery within the faculty lounge area of the University Centre so that this area could be used as a lounge, dining area, and bar, for the Faculty Club;
(c) modifications to the servery on the first level of the existing Commons so that it would be more functional; and
(d) redesign of the entrance ways to the lower and upper cafeterias in the University Commons so that it would be more pleasing in appearance as well as being more functional.

In a reply to a question it was reported that the adoption of this proposal would mean that the estimated project cost would be reduced so that it would be more in line with the cost used in planning for the University Centre Building Fund Campaign.

It was agreed to accept the proposal of the architects to retain the University Commons as it now exists and to include within the renovations the modifications listed above.

Parking Garages - It was reported that after discussions with the Department of University Affairs, the University had been advised to submit the Parking Garage project separately from the Roads 1968 project. This recommendation results from the fact that the Committee on University Affairs is studying the question of parking garages in an attempt to determine the policy of assistance for this type of project.

The following factors concerning this question were outlined to the Board:

(a) that Parking Lot #2 will disappear during the next year because of construction and as a result it will be very difficult to provide parking space to the same extent as we have done so in the past;
REPORT OF THE
BUILDING COMMITTEE
(Continued):

(b) if it is not possible to provide additional parking it
will be necessary to institute a policy which will restrict
student parking, probably in the freshman year, and that the
restrictions in parking may effect the enrollment of part-time
students. This latter situation results from the fact that
the demand for parking space is greatest in the evening as
there is a much larger percentage of the part-time students
having motor vehicles than full-time students;
(c) that it is possible with a significant increase in the
parking fee to finance construction of a parking garage
providing the University could reasonably borrow the money
necessary for its construction;
(d) that unless the University can provide additional parking space
it will very shortly be in a position of violating the present
zoning by-law of the City of Ottawa for the provision of
parking space at universities; and
(e) that at the present time the University has sufficient surplus
within the parking account to pay the architect's fees for the
design of a parking garage.

It was reported that the Building Advisory Committee and the Building
Committee had recommended that Murray and Murray be appointed as the
architects for a parking garage because of their involvement in the
precinct planning and particularly because the first garage is to be
located within the Administration precinct.

It was agreed that Murray and Murray be appointed as architects for a
parking garage for the Administration Building precinct.

Land Transfer - It was reported that the University had been negotiating
with the N. C. C. for the transfer of strips of land along the railway
tracks and that this transfer is necessary because of the relocation of
the railway track. It was reported that the Board had previously approved
of a transfer of land for this purpose but subsequent to this there had
been changes in the requirements. It was reported that it is now possible
for the University to purchase a strip of land of approximately 1.2 acres
at $3,000 per acre along the west side of the railway track which is
needed for a proposed roadway which will enter Colonel By Drive on the
west side of the tracks at Bow's Lake.

It was agreed that:

(a) the University exchange strip of land C for strip of land B
    as indicated on the drawing which is appendix 1 to these minutes;
(b) the University purchase from N. C. C. a strip of land A, as
    indicated in the drawing which is appendix 1, of approximately
    1.2 acres at $3,000 per acre.
REPORT OF THE BUILDING COMMITTEE
(Continued):

Renovations at St. Patrick’s College

(a) Renovations to the School of Social Work - it was reported that during the construction of the School of Social Work, building space in the basement had been left unfinished for future expansion. Before the take over by the University, plans for this space were developed by Murray and Murray for the School. It was reported that these plans are now finished and the project is ready to go to tender. This new space will provide for a Director’s office, interview space and a meeting room. It is estimated that the renovation will cost approximately $17,000.

It was reported that the Building Committee recommended that tenders be called for this project subject to the Users Sub-Committee being satisfied with the plans.

It was agreed that tenders be called for this project subject to the Users Sub-Committee being satisfied with the plans.

(b) North Wing of the College Building - It was reported that in order to satisfy the Fire Marshal’s requirements for the renovation projects taking place in the College Building, two additional stair towers were required in the north wing of the building for fire safety.

It was agreed that the architect prepare the necessary plans and specifications.

Campus Services - Rideau River Campus - It was reported that the Building Advisory Committee and the Building Committee had recommended that DeJeuw Cather and Company should be engaged to design an overall campus plan for a storm drainage system, a sewer system and a water main system. This plan is required because the present system was designed for a campus which had not been expected to grow any larger than what now presently exists. It was suggested that within the development of the plans that the engineer should consult with the N.C.C. and the City of Ottawa to provide the necessary coordination between the development of the University system, and the systems used for Colonel By Drive and Brewer Park.

It was agreed that DeJeuw Cather and Company be retained to design an overall system of sanitary storm sewers and water mains.

Overpass and Roads 1968 - Dr. Gray reported that the Building Committee had examined the bridge design for the overpass at the Sunnyisle road extension and had recommended its approval. In addition, the Committee had been presented with the proposed road projects to be completed in 1969, and that this too was recommended to the Board.

It was agreed that the bridge design for the overpass which is part
of the project authorized by the 184th meeting of the Board be approved, and that the Road Construction 1969 be as indicated on the map as Appendix 2 of these minutes, and as outlined below:

(a) from point K to the connection of the Library entrance;
(b) from point I to point J; and
(c) that the Road HM be blocked and made a dead-end at point H.

Administration Building - Dr. Gray reported on the negotiation with Doran Construction concerning the completion date. He reported that Doran had been unable to change their completion date but had indicated that certain parts of the building may be ready so that some sections of the administration can move in prior to the completion date.
It was also reported that it had been necessary to reject the low tender for the sub-contract for the precast concrete, and substitute the second low tenderer. This means that there will be a $3,000 extra to provide for the difference between these two sub-contractors.

It was reported that the work is now under way.

Residence and Food Services Project - Dr. Gray reported that within the public tender notice, provision has been made for a penalty bonus arrangement which would provide $20,000 to the contractor as a bonus if the successful bidder completed the project on August 15, and this bonus would be reduced by $2,000 per working day, for each day that the project was completed before/or after August 15. This procedure has been adopted because it is important for the University to have the building completed by August 15 so that students can occupy the building at the beginning of the term, but if completed prior to that date it would be necessary for the University to make mortgage payments from the date of completion.

Mr. F. K. Venables led the discussion on this Report. He reported that Phase 111 is just under way and to date $45,764.25 has been received, making the Campaign total of $2,254,856.82.
He reported that Mr. Floyd Caza, the Chairman of the Parents Division, has just completed a telethon of the parents of new students at Carleton this year, and this was most successful, and that almost 100 parents were involved in telephoning other parents.
He reported that Mr. Keyes, the Chairman of the Friends of Carleton, has launched his annual canvass for scholarships and bursaries, and that the results to date were very pleasing and it is expected we will raise considerably more.
To date, 141 gifts have been received totalling $4,679.

School of Architecture Founding Fund - This fund has just been launched and the University has already received four annual scholarships, one annual bursary, and one annual prize, plus cash gifts totalling approximately $2,000.
He reported that the Carleton University Centre Building Fund has recruited all of the members of the Campaign Committee, and that the Development Office is hard at work preparing the necessary material.

Mr. Laidlaw indicated that thirty new names would be proposed for membership in the Associates. It was agreed that this list of names would be circulated at the next Board meeting for consideration. Mr. Turner reported that the solicitor had informed him that he had examined the proposed changes to the by-laws and these by-laws would be ready for circulation prior to the next meeting.

It was reported that the solicitor is preparing the application for a private bill to confirm the purchase of St. Patrick’s Campus. In reply to a question concerning the desirability of this action, Mr. Lawrence indicated that since the proposed bill is of a technical legal nature, the chairman of the legislative committee should not allow it to be used as a vehicle for a discussion of any other matter.

The President reported that the students had requested permission from the University to use the name Carleton University in their application for incorporation for a company without shared capital. He reported that the solicitor had advised that it would be desirable to have the letters Inc. included in the name to indicate to people doing business with the students association that this is a body corporate separate from the University. After some discussion, it was moved by Mr. Crawley, seconded by Mr. Lawrence, that the University accede to their request with the provision that Inc. be included after the name Carleton University Students’ Association.

The President proposed an amendment that the University suggest to the students that they use the words Inc. rather than make this a condition of acceding to the request. On being put to a vote, the amendment was carried, and then the amended motion was carried.

The President reported that as of December 1 there were 4,255 full-time students on the Rideau Campus, 827 full-time students in the St. Patrick’s College division of the Faculty of Arts, and 85 students at the School of Social Work, the total being 5,167 full-time students.
REGISTRATION (continued):

Full-time enrolment at the Rideau Campus is up about 14 per cent. The part-time enrolment at the Rideau Campus is approximately 3,100 with about 400 at St. Patrick's Campus. It was reported that the Faculty of Arts has the highest rate of increase with a 17 per cent increase; Engineering has a 13½ per cent increase; Commerce 11 per cent; Science 5.8 per cent. The President indicated that the small growth in Science is a change from the trend of previous years.

Graduate enrolment is 490, of which 190 are qualifying students, and 85 are registered at the School of Social Work. The total full-time enrolment is down 140 from the forecast used for the budget; however, the Administration is still wrestling with the problem of determining registration in the various categories of students, so that the precise effect this will have on the budget is not known. Detailed work is now going ahead to check next year's enrolment in relationship to the unit category and until the value of the unit for next year is known, detailed projections of the revenue for next year cannot be made.

STUDENT UNREST:

The President outlined some of the recent developments at other campuses in North America concerning student agitation over some of the social problems of the day. It was reported that some students at Carleton had demonstrated against C.I.L. recruiters on the campus, but the University and the Students' Council had established a set of ground rules that as long as the demonstrators do not interfere physically or prevent access to the recruiter, the demonstration would be permitted. It was reported that this policy had been successful and the demonstration had been peaceful.

COMMISSION ON TEACHING:

The President reported that Senate had approved the establishment of a Commission to examine the teaching methods in the Faculty of Arts.

FUND FOR THE STUDY OF UNIVERSITY PROBLEMS:

The President reported that the proposal from the Students' Council suggesting the establishment of a fund which would be used for the study of University problems contributed to by the Students' Council and the University, had been referred to Senate. Senate has approved the establishment of this fund with the suggestion that the trustee appointed by the University be a member of Senate in place of the Board member suggested in the original proposal. After some discussion it was agreed that the fund be established with the contribution of $1,000 by the University to be matched by an equivalent sum from Students' Council, and that four trustees be appointed to administer this fund and that the trustees should be:
(a) a member of the Board appointed by the Board;
(b) a member of the Faculty appointed by the Senate; and
(c) two students appointed by Students' Council

APPOINTMENTS, LEAVES ETC:

On the recommendation of the President it was agreed that the following be approved:

ACADEMIC APPOINTMENTS

Effective July 1, 1968

Dr. R. L. Clarke, Professor of Physics
$16,500 p.a.
plus
500 travel

Sydney J. May, Professor of Economics
$19,000 p.a.

LIBRARY APPOINTMENT

Effective January 8, 1968

Ilmara Strauss, Staff Librarian
$11,500 p.a.
plus
700 travel

SABBATICAL LEAVE 1968-69

G. Setterfield, Professor of Biology
Half Salary

M. K. Sundaresan, Professor of Physics
Half Salary

CREATION OF DEBENTURES:

It was reported that the University had issued a debenture of $400,000 dated November 15, 1967, following receipt of capital advance of this amount from the Ontario University Capital Corporation on November 15, 1967.

Authority was given by the Board at its 189th meeting on the 26th September, 1967, to issue debentures totalling $5,000,000 in the six month period ending March 31, 1968.

CHANGE IN INTEREST RATE FOR DEBENTURES PURCHASED BY OUCAC:

The President was informed by letter from the Deputy Minister that as of 1 January, 1968, the interest rate for debentures purchased by OUCAC would be increased from 5½% to 6½%. He
indicated in this letter that a resolution of the Board would be necessary to amend the present resolution which is in effect until March 31, 1968.

On motion duly made, seconded and unanimously carried the following resolution was passed:

Be It Resolved:

That the resolution of the Board of Governors passed at its 189th meeting on September 20, 1967, authorizing the making and issuing of Five Million Dollars of Debentures to the Ontario Universities Capital Aid Corporation in the six month period ending March 31, 1968, be amended in Section 2 by deleting the interest rate stated therein—"at the rate of five and one half centum (5½%)..." and by substituting therefore—"at the rate of not more than six and one-half per centum (6½%)..."

It was reported that the University had received notice of the following from the Bank of Nova Scotia:

Effective December 1, the lending rate of the Bank is increased by ¼% to 6½%, and as such the authorized line of credit for the University is up to $1,500,000 to be availed by way of demand promissory notes unsecured at the rate of interest of 6½% subject to upward revision at any time.

It was reported that the University had applied to CMHC for a mortgage loan on the Men's Residence Tower of $2,671,200. This application was made at this time so that it might be possible for the mortgage loan to be approved before December 31, when it is expected that CMHC mortgage rates for university residence construction may be increased.

It was reported that if the mortgage loan was approved under the present conditions the interest rate would be 6 3/8% computed semi-annually.

In reply to a question it was reported that CMHC is able to adjust the amount of the loan at the time that the tender is let to provide for the difference between the project cost and the estimate on which the mortgage application was based.

It was reported that the payments will be made for 50 years in monthly installments of principal and interest of $14,641.01.

It was agreed to approve this action.

On recommendation of the Bursar it was agreed that the following list of Staff Changes which had been circulated with Notice of Meeting be approved:
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<tr>
<th>Employment of</th>
<th>Effective Date</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Mr. Robert Barter</td>
<td>October 30, 1967</td>
<td>$240.00</td>
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<tr>
<td>Machine Operator,</td>
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<td>Reproduction Services.</td>
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<td>Mr. John Batky,</td>
<td>November 15, 1967</td>
<td>$458.33</td>
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<td>Machinist-Technician,</td>
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<td>Engineering.</td>
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<td>Mrs. Margaret Brady,</td>
<td>November 1, 1967</td>
<td>$300.00</td>
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<td>Keypunch Operator,</td>
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<td>Computing and Data Processing Centre.</td>
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<td>Mrs. Dorothy Branning,</td>
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<td>Computing and Data Processing Centre.</td>
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<td>Mrs. Mildred Byers,</td>
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<td>Clerk, Library.</td>
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<td>Miss Jeanette Chagnon</td>
<td>November 16, 1967</td>
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<td>Cashier, Business Office.</td>
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<td>Mrs. Marsha Chisholm</td>
<td>November 6, 1967</td>
<td>$315.00</td>
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<td>Secretary, Development Office.</td>
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<td>Miss Margaret Connor</td>
<td>December 4, 1967</td>
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<td>Centrex Operator,</td>
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<td>General Services.</td>
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<td>Mr. Raymond Coxall,</td>
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<td>Carpenter, Buildings and Grounds.</td>
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<td>May 1, 1969</td>
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<td>Mrs. Camilla Dube,</td>
<td>October 30, 1967</td>
<td>$335.00</td>
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<td>Secretary, Political Science.</td>
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<td>Miss Corrine Gray,</td>
<td>November 6, 1967</td>
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<td>Clerk-Typist, Business Office.</td>
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<td>Mrs. Barbara Hallboerg,</td>
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<td>Accounts Payable Clerk,</td>
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<td>Business Office.</td>
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<td>Mrs. Doris Harper,</td>
<td>November 1, 1967</td>
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<td>Records Clerk, Registrar's Office.</td>
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<td>Mrs. Marguerite Irvine,</td>
<td>November 20, 1967</td>
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<td>St. Patrick's Campus.</td>
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<td>Mrs. Liliane Jones,</td>
<td>October 30, 1967</td>
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<td>File Clerk, Registrar's Office.</td>
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<td>Mr. David Lafiniere,</td>
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<td>Reproduction Services.</td>
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STAFF CHANGES (continued):

Mrs. M. Clair McAdam, Clerk-Typist, Bookstore. December 1, 1967 $275.00
Mr. Dion McGrath Technician, Chemistry. November 8, 1967 $275.00
Miss Lynda Potter Secretary and Laboratory November 13, 1967 $350.00
Assistant, Spanish.
Miss Elaine Robertson, Clerk-Typist, Library. November 1, 1967 $245.00
Mrs. Jean Sheldrick, Records Clerk, Registrar’s November 13, 1967 $325.00
Office.
Mr. Brian Talarico, Clerk, Mailing Services. November 9, 1967 $220.00
Miss Anne Vander Greft Secretary to the Assistant November 27, 1967 $310.00
to the Registrar.
Mrs. Betty-Lou Watson Reference Clerk, Bookstore. November 6, 1967 $280.00
Miss Joan Welsh, Clerk-Typist, Library. November 1, 1967 $245.00
Miss Cynthia Yu, Keypunch Operator, Computing November 1, 1967 $300.00
and Data Processing Centre.

Promotion of Effective Salary

Mr. Gilbert Belair, from Plumber, Buildings and November 1, 1967 $632.50
Grounds to Mechanical Foreman
Buildings and Grounds
Miss Pegge Sills, from File Clerk, Registrars November 1, 1967 $300.00
Office, to Records Clerk, Registrar’s Office.

Salary Increase for Effective

Miss Janette Blair Secretary to the Administrative November 1, 1967
Assistant to the Chief
Librarian.
from $275.00 per month to $300.00 per month
Mrs. Reta Brown, Executive Secretary to November 1, 1967
Students’ Council from $300.00 per month to $350.00 per month
Mr. Andrew Dalton, Library Technician November 1, 1967
from $370.00 per month to $400.00 per month
STAFF CHANGES (continued):

Mr. Courtney Palsson,
Library Technician
from $370.00 per month
to $400.00 per month
November 15, 1967

Mr. Philip W. Sargeant,
Senior Demonstrator, Physics
from $516.67 per month
to $591.67 per month
(to cover extra duties)
November 1, 1967 to June 30, 1968

Salary increase due to increased working hours.

Mr. Jacques Arsenault,
Clerk, Mailing Services
from $220.00 per month
to $236.00 per month
November 16, 1967

Mr. Gerard Bourdeau,
Clerk, Mailing Services
from $220.00 per month
to $236.00 per month
November 16, 1967

Mr. Dale Hearty,
Clerk, Mailing Services
from $220.00 per month
to $236.00 per month
November 16, 1967

Mr. Raymond Hearty,
Clerk, Mailing Services
from $220.00 per month
to $236.00 per month
November 16, 1967

Mr. Gerry Kavanagh,
Clerk, Mailing Services,
St. Patrick’s Campus.
from $240.00 per month
to $257.12 per month
November 27, 1967

Mr. Henri Lacelle,
Parking Attendant, St. Patrick’s Campus
from $243.75 per month
to $325.00 per month
October 23, 1967

Mr. Wilfred Larocque,
Assistant Supervisor,
Mailing Services
from $260.00 per month
to $280.00 per month
November 16, 1967

Mrs. Marjorie Runwald
Secretary, Classics
from $160.00 per month
to $240.00 per month
November 1, 1967

Mr. Roy Smith,
Clerk, Mailing Services
from $220.00 per month
to $236.00 per month
November 16, 1967

Mr. Brian Talarico,
Clerk, Mailing Services
from $220.00 per month
to $236.00 per month
November 16, 1967
Staff Changes (continued):

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<th>Resignation of</th>
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<td>Miss Cherry Adams</td>
<td>November 13, 1967</td>
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<td>Mrs. Margaret Ballantyne, Records Clerk, Registrar's Office</td>
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<td>Mrs. Hilda Barr, Supervisor of Accounts Payable Business Office</td>
<td>November 30, 1967</td>
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<td>Mr. Nicholas Boucher, Programmer Analyst, Computing and Data Processing Centre</td>
<td>November 15, 1967</td>
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<td>Mr. Alfred Carisse, Stack Supervisor, Library</td>
<td>October 31, 1967</td>
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<td>Mr. George Denison, Labourer, Buildings and Grounds</td>
<td>November 17, 1967</td>
<td>$319.00</td>
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<td>Mr. William Fraser, Manager, Food Services, St. Patrick's Campus</td>
<td>November 30, 1967</td>
<td>$390.00</td>
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<tr>
<td>Mr. Rick Halonen, Clerk, Mailing Services</td>
<td>November 3, 1967</td>
<td>$215.00</td>
</tr>
<tr>
<td>Mr. Terrence Kilmartin, Machine Operator, Reproduction Services</td>
<td>November 3, 1967</td>
<td>$285.00</td>
</tr>
<tr>
<td>Miss Arlene Letouzel, Cashier, Business Office</td>
<td>November 13, 1967</td>
<td>$245.00</td>
</tr>
<tr>
<td>Mr. Douglas Mackenzie, Clerk, Library</td>
<td>November 30, 1967</td>
<td>$240.00</td>
</tr>
<tr>
<td>Miss R. Jane McMillan, Secretary and Laboratory Assistant, Spanish</td>
<td>November 7, 1967</td>
<td>$395.00</td>
</tr>
<tr>
<td>Miss Barbara Murray, Clerk-Typist, Registrar's Office St. Patrick's Campus</td>
<td>November 27, 1967</td>
<td>$300.00</td>
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<tr>
<td>Mr. Michael Nolan, Stationary Engineer, Buildings and Grounds.</td>
<td>October 31, 1967</td>
<td>$536.00</td>
</tr>
<tr>
<td>Mr. Christian Werro, Research Technician, Chemistry</td>
<td>June 23, 1967</td>
<td>$378.00</td>
</tr>
</tbody>
</table>

Negotiations with the International Union of Operating Engineers:

The Bursar reported that the University had been bargaining with the International Union of Operating Engineers since November 8, and that the negotiating teams had agreed to a
proposals which they were recommending as the basis for an agreement.

It was reported that negotiations began with a request for 30% increase on a one-year contract plus a series of shift premiums and other benefits such as additional pay for statutory holidays, weekends, and evenings, by modification to shift pay and overtime pay and a change in the policy regarding sick leave so that a cumulative sick leave would be paid to the employee on termination. The University negotiators presented the argument that all of these benefits such as shift premiums, weekend benefits, etc. are part of the nature of the occupation and they should be reimbursed through basic pay rather than by instituting these complicated premium arrangements.

The agreement reached by the negotiators was a 12 per cent increase per year for a two-year agreement and it was the opinion of the University officials that this was less costly than instituting shift premiums, etc.

In reply to questions, Mr. Turner outlined comparative salaries for operating engineers at other universities and some comparative organizations within the City of Ottawa. Figures were not available for the Government of Canada or the Collegiate Institute Board, which are two large employers of stationary engineers.

After some discussion it was agreed that the Chairman of the Board be authorized to approve the agreement on behalf of the Board if after some further investigation he felt satisfied that it was reasonable in the circumstances.

TERMINATION: The meeting terminated at 2.25 p.m.

D. C. McEown, Secretary

D. A. Golden, Chairman.