

"There is a definite warming trend in Edmonton"  
— Dr. Edward Lozowski,  
U of A climatologist

# The Gateway

Yesterday's low — 15

Thursday March 16, 1989

The University of Alberta Students' Newspaper Since 1910

## Pay plan partially in place

by Lisa Hall

The University's pay equity plan for non-academic staff will go into effect on April 1 as planned with slight modifications.

Those slated for pay raises through the job reclassification of the plan will receive their raises. Those who were evaluated to be at the correct pay level will also be reclassified, but no change in pay will occur.

It was decided, however, to not implement the program for the "red-circled" employees — those who would be receiving less in raises in the future than they would have in the old system.

"In sixteen years my salary would be half of what it would have been (with the old system)," said computer programmer Al Davis, after he had done some calculating.

Computer programmers, cleaning staff, grounds people, and administrative assistants are among the types of employees who have their job evaluation and classification put on hold. Some employees may have been undervalued in the evaluation, which used education, experience, skills, and other items for criteria.

"We recognize the possibility of mistakes occurring in the evaluation," said U of A president Myer Horowitz. He has proposed a re-evaluation of the "red-circled" positions and a tentative date of April 1, 1990 for the time when a new pay plan will be implemented

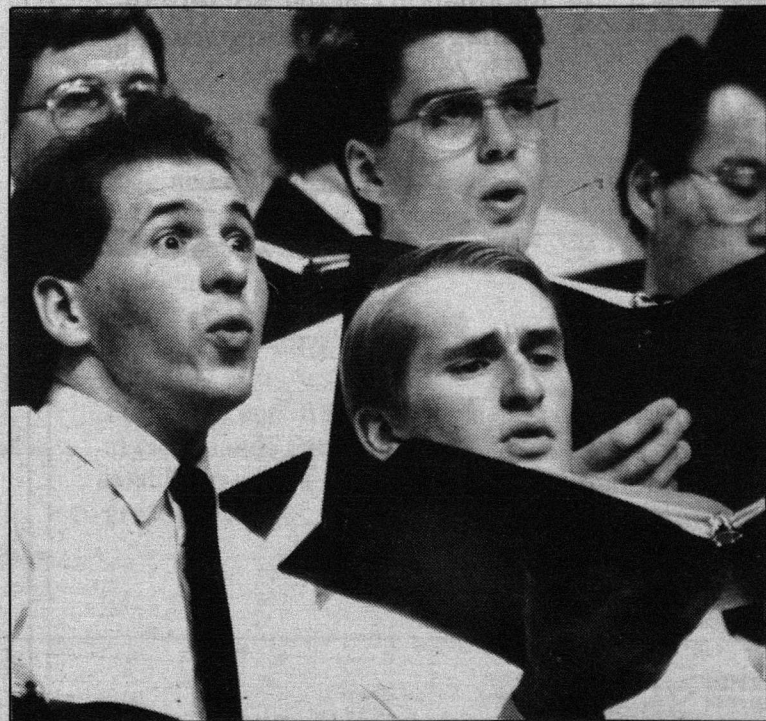


Frank Bassai, Arts III, really knows how to show the ladies a good time, even in the Chinese library. Here, he woos girlfriend April Banigan with a sumptuous meal provided by Incredible Edibles of HUB Mall.

for them.

A management consultant firm was employed for the overall non-academic staff evaluation, but Horowitz said that the re-evaluation of these employees will be done internally.

Horowitz had previously decided to scrap the whole pay equity program, when 80 of the "red-circled" employees crashed a Board of Governors meeting to protest the planned changes. But as Brendon O'Neill, president of the Non-Academic Staff Association pointed out, "We signed a contract last September, saying that the pay equity would be implemented on April 1." So the changes will go into effect on April 1 for some employees, and not for others.



The U of A mixed chorus gets active for chorus conductor Dr. Bob de Frece.

## U of A to implement new AIDS policy

by Jennifer Lamb

"AIDS is a disease of young people and it results in death," said Sherrill Berg, co-ordinator of University Health Services.

On March 20 a policy of guidelines will be presented to the General Faculties Council to be passed in hopes of giving support to those students on campus with AIDS.

It was necessary to implement an official policy to "tell the people affected by the disease what our (the University's) stance is," said Dr. Peter Miller, dean of Student Services, adding that the policy "will publicly declare the University's concern about the well being, the health, the life of the student."

The proposed policy states that "all medical information on campus will continue to be treated as confidential." Therefore, no information of the diagnosis of AIDS (Acquired Immune deficiency Syndrome), ARC (AIDS related complex) or positive testing of the Human Immuno-deficiency Virus (HIV) will be released.

The guidelines within the policy guard against discrimination against staff employment and hiring for those testing positive for the HIV antibody.

Another set of guidelines states that in an AIDS-related situation,

students will not be denied admission or access to classes, buildings or residences.

The wheels of motion started turning for this policy in April of 1988. This makes the policy a forerunner because "a minority of universities have guidelines and policies," said Miller.

In the process of reaching this stage it had to pass through the input of several committees such as Safety on Campus Committee and Council on Student Services.

Miller sees the policy as "anticipating a situation rather than reacting." Berg said that "the policy is for the future and for now," explaining, "we do have HIV positive people on campus here and rather than be reactive I think you have to be proactive."

"It is important for the University to state publicly its positions on it (the policy)," said Miller, adding "administrators will be forced with difficult decisions when faced with students coming forward with AIDS."

Hopefully, the result of this policy will be better education for the people on campus. With this policy "the University says 'yes,' we will provide an education program for our students," Miller said. Berg stated that "for a disease where there is no cure, education equals prevention."

University Health Services is

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## D'Souza bangs out victory

by Jeff Cowley

Students' Union candidate Aruna D'Souza is breathing a sigh of relief now that the election is over.

A counting error from electoral officers had bumped the executive candidate out of the race by one vote. But after a series of re-counts, D'Souza was made the new vp internal.

"That's it. It's over. I'm official," said D'Souza Wednesday after an all night re-count put her ahead of Melinda Bang by 57 votes.

"It's nice to know I'm done with the last campaign I'll ever run in in my life. I don't like politics," D'Souza requested a re-count Monday

According to Chief Returning Officer Michael Hunter, election officials overlooked some 30 votes during the first count. The first count had Bang in favor with 3,105 votes to D'Souza's 3,104; the second behind with 3,093 to 3,150.

"It's not surprising," said  
RE-COUNT — p 3

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