

# Almanac

Tuesday, May 7, 1985

Published by the University of Pennsylvania

Volume 31, Number 33

## Cyclotron to Blockley

The Trustees Executive Board voted Friday to amend a January 1985 action to finance the housing of a cyclotron at the Johnson Pavilion, and authorized its installation under the parking lot of Blockley Hall instead. The cost change is from \$1,255,000 originally approved, to a new figure of \$2,530,000.

Also at the May 3 meeting, chaired by Margaret Mainwaring in the absence of Chairman Paul Miller, Jr., the following actions and reports:

Financial Resolutions were passed to (1) advance \$125,000 toward renovation of the University property at 3809 Locust Walk (leased to Sigma Chi); (2) sell 3933 Walnut Street to University Associates; (3) approve \$433,700 for the first phase of rehabilitation of systems in Hill Hall—part of it retrofitting windows designed in an era of inexpensive energy; and (4) authorize \$489,600 for the first phase of renovating the upper plaza of Stouffer Triangle, plagued by leaks.

Mrs. Mainwaring reported fund-raising at record levels—the \$60,485,604 pledged by April 28 coming to 90% of last year's twelve-month figure. A rise in the alumni share in the giving (from 15 to 20% in the early eighties to a projected 25% this year) also put alumni dollars ahead of last year-to-date by some \$5 million. Another major area of increase was from corporate donors, with computerization drawing \$6 million from IBM alone.

Penn common stocks again outpaced the S&P 500 (up 11.8% vs S & P's 9.1%) and the University is projected to be listed in 1984 "NACUBO Year" totals at 16th or 17th place in endowments, Investment Board Chairman John Neff reported.

## Partners in a Theatre Caravan

The Annenberg Center and the Germantown Theatre Guild will form a partnership, as of July 1, creating the Philadelphia Theatre Caravan to present theater by an adult professional company with an emphasis on programming for youth.

The Philadelphia Theatre Caravan will continue the Germantown Theatre Guild's 16-year tradition of bringing its productions to every neighborhood in Philadelphia and the surrounding counties and states. Each production will be presented at the Annenberg Center, a subscription series will be presented at the Germantown Theatre Guild's historic Little Theatre.

The first touring season will run from October, 1985 through June, 1986. The Caravan's opening season productions are *The Apple Tree*, an adaptation with music of Mark Twain's "Story of Crea-

## Council: \$95 Million Bond Issue in View

Penn is on the verge of a \$95 million bond issue to fund the next \$28 million of quad renovations plus parts of such projects as the Wharton executive education facility, the campus-wide computer-communications network and a clinical research unit on the old PGH site, President Sheldon Hackney announced at Council May 1.

Provost Thomas Ehrlich told Council that the sexual harassment survey had some 2000 responses; these are now being analyzed and will be published in the fall. In response to query he said he hopes to announce a dean of Arts and Sciences by Commencement.

The Provost also asked members to watch for and comment on the next planning document, "The Penn Profile," summarizing all 12 schools' five-year plans and their relationship to University planning priorities. It will be a 32-page supplement to *Almanac* May 14.

**Action:** Council passed the expanded charge in the by-laws for the Committee on International Programs (*Almanac* April 16). A proposed change, to create Council seats for the Interfraternity Council and United Minorities Council, was withdrawn.

**New Faces:** Council welcomed the moved-up leadership of Senate as the faculty core of the Steering Committee of Council: Chair Anthony Tomazinis now presides, with Past-Chair Jacob Abel and Chair-elect Roger Soloway completing the faculty consultation committee. The new head of UA is Michael Gordon, C'88, and the new chair of the Graduate and Professional Student Assembly is James Whelan, SAS.

**Election:** To the membership of the Steering Committee, Council elected four faculty

members—Dr. Robert E. Davies of Veterinary Medicine, Dr. Elaine Scarry of English, Dr. Mark Stern of Social Work and Dr. Susan Wachter of Finance—and two students, UA's Wendy Ferber (Wh 87) and GAPSA's Amy Lyman (Grad Ed).

**Faculty-Student Interaction:** For the Council Committee on Student Affairs, Julius Leiman Carbia reported that interaction appears to increase as the student's academic level increases, with fewest problems found for graduate students and most for freshmen and sophomores. He said Council should assess recommendations to institutionalize exit interviews for students about to drop out; to add space for informal gatherings; to increase the personal approach; and to continue VPUL seminars

**Fall Break:** Dr. Herbert Levine said that faculty responses to the experimental October break in 1984 were extensive, and on the whole positive, although the survey was "not scientific." Only 34 students filled out a D.P. questionnaire on the break, he added, but these were positive. Michael Gordon said UA had 398 responses, and recommended a return of the break. Dr. Levine said there were some faculty objections to the break but some evidence of reduction of stress visits to counseling units. As the University experimentally continues the fall break in 1986, he recommended more publicity as it approaches: "Some faculty were told by their students on the Friday that the break was Monday." He also urged a long-term decision soon.

**Alcohol Policy:** The draft policy (*Almanac* April 23) was described by Dr. Henry Teune as "reasonable and flexible" and much improved over earlier attempts. Most questions from the floor were on the location of responsibility with planners and sponsors of events, and the impact of this on University liability. VPUL James Bishop said the policy particularly tried to recognize differences of locales and types of events, and that it also sought to put more emphasis on education and programming. He stressed the role of the Alcohol Concerns Committee in advising.

## INSIDE

- **Council May 10 Summary, p. 2**
- **Bulletins and Announcements, p. 2**
- **Speaking Out (Animal Research), p. 3**
- **Summer Hours, p. 4**

## Prototype Online Catalog at Van Pelt Library

The University of Pennsylvania Libraries announce the availability of a PennLIN *Prototype Online Catalog*. The library is testing this prototype online catalog in order to evaluate its features and capabilities before installing an integrated library system.

The PennLIN *Prototype Online Catalog* is a sample database of more than 130,000 records for books, serials, and musical scores processed between 1980 and 1985. Records in the database can be looked up in a number of ways. The system

will search an author's name, words from a title, and subject terms. Materials from most of the departmental libraries as well as from the Van Pelt collection are represented in the sample database.

This prototype is the first step toward linking the holdings of all the Penn libraries and making them searchable in one system. The online catalog ultimately chosen for the library system will improve access to information in all of the Penn libraries. Within several years, a large proportion of the libraries' holdings will be accessible online through terminals in the library and eventually by personal computers throughout the University.

The library invites members of the University community to come to Van Pelt Library to help us evaluate this exciting new tool. Eight terminals for searching the PennLIN *Prototype Online Catalog* will be available in the main card catalog area for several months beginning May 13, 1985. Library staff welcome your questions, comments, and suggestions.



## Seventh Annual Alumni Run

Starting time is 11:30 a.m., Saturday, May 18, at the Covenant in Superblock—rain or shine—for the 5,000 meter (3.1 mile) race which winds through campus and the environs. The entry fee is \$5 and entry forms are available at the Sweeten Center, 3533 Locust Walk, Ext. 7811. Teams made up of three to five faculty or staff members are eligible for team awards; teams made up of three to five members of an immediate family are eligible to compete as a team in the family category. Prizes will be awarded to the winners and runners-up in each category.

## COUNCIL

### Synopsis of Minutes: April 10

Two proposed amendments to the Council bylaws (*Almanac* 4/16/85) were presented, for action at the May 1 meeting. There was little discussion of the proposal that the charge to the International Programs Committee be expanded from an advisory role to the director of international programs to include the study of issues related to international programs and activities. In discussion of the proposal that the Council membership be enlarged to include the heads of the United Minorities Council and Interfraternity Council, it was argued that the charge would upset the balance of faculty and student membership on the Council, raises the question of why other groups are not given seats, and raises the further query of why all undergraduates cannot be adequately represented by the present student representatives elected under the aegis of the Undergraduate Assembly.

A report prepared by the Undergraduate Assembly (*Almanac* 4/30/85) on the operation of the Code of Academic Integrity ("Honor Code") was discussed. The report set forth the findings that not enough students fear the consequences of cheating or know that an Honor Code exists at Penn, not enough faculty members and students abide by the Code, and not all of the cases of cheating are reported. The report's recommendations for more thorough dissemination of the Code and potential punishments under the Code and for more frequent reminders to faculty members and students were generally endorsed. Suggestions were made that some faculty members hesitate to use the Code because of its technical nature, that entering students should be required to sign a pledge that they will abide by the Code, and that an attempt should be made to determine the reasons for cheating.

All of the comments made in discussion of the SCUE "White Paper" (*Almanac* 3/19/85) were supportive. President Hackney's expression of appreciation for the report was seconded by a round of applause.

—Robert G. Lorndale

### Faculty Seminar Proposals

The Humanities Coordinating Committee of the School of Arts and Sciences invites new and renewal funding requests for 1985-86 Faculty Seminars. Any faculty seminar group in the humanities with open membership is eligible to apply.

Appropriate items for requests include honoraria (within the range of \$25-\$100) and travel expenses for visiting speakers, advertising for the various activities of the seminar group, and limited provisions for area rentals and/or refreshments. Clerical and administrative costs will not be entertained. Funding requests should include a brief description of past activities sponsored by the group, a list of the current membership, a schedule of activities planned for 1985-86, and a budget itemizing anticipated expenses. The request should include a rationale for the project's classification as humanistic if there is likely to be any question on that score.

In 1984-85, Faculty Seminar allocations averaged \$550 each; twelve seminars received funds, among them the Ethnohistory Workshop, Philadelphia Seminar on Christian Origins (PSCO), East Asian Colloquium, Medieval Studies Seminar, Iranian Studies, African Studies, East European Studies, and Study of Women and Society.

Please submit requests by Friday, September 13, 1985, to Saul Morson, chair, Humanities Coordinating Committee, 16 College Hall/CO. Proposals must be complete and received by 5 p.m. on September 13 to be considered for funding. Allocations will be announced by September 30.

### Research on Interstitial Cystitis

Urologists at HUP are conducting research on the condition known as interstitial cystitis. Nine out of ten people who suffer from it are women.

The symptoms are similar to cystitis, a common urinary tract infection, but when patients are tested, they have no infection. Doctors do not know the cause of interstitial cystitis, and at this time there is no totally effective way to cure it. Interstitial cystitis is often attributed to stress; however, bladder examinations under anesthesia reveal that inflammation of the bladder usually produces the symptoms.

Patients who think they have interstitial cystitis may call Dr. Phillip Hanno, at HUP's Women's Center for Interstitial Cystitis, 662-2891 to participate in research into the diagnosis and treatment.

### Penn NSA Association

Penn NSA Association, a group of lay believers of Nichiren Shoshu Buddhism registered as a non-governmental organization of the United Nations lobbying for world peace and nuclear disarmament, is sponsoring weekly informal discussion meetings and lectures on a variety of topics related to Buddhism. The Penn NSA Association will be holding their meetings at Houston Hall and invites faculty, staff, students, alumni and their families to attend. For more information call Ext. 8701. See the weekly update for date, time and topic.

### Winding Down Almanac

*Almanac* will publish May 14 and then May 28. There will be no issue May 21. Unless special needs arise, there will be no issue in June. One issue is scheduled for July. The May 28 issue will contain the Summer on Campus pullout, covering events through August (deadline May 14 at noon).

## Almanac

3601 Locust Walk/C8  
Philadelphia, Pa. 19104  
(215) 898-5274 or 5275

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR  
ASSISTANT EDITOR  
ACTING EDITORIAL ASSISTANT  
COMPUTING/EDITORIAL AIDE  
WORK STUDY STUDENTS

Karen C. Gaines  
Marguerite F. Miller  
Howard M. Gensler  
P. Grace Hernandez  
Kevin M. Dougherty  
Michelle Friedman  
Michael S. Markowitz  
John J. Neumann  
Leonard S. Perlman

ALMANAC ADVISORY BOARD Chair, Jean A. Crockett; Jacob M. Abel, Carol P. Germain, Henry T. Hiz, Alfred J. Rieber, Eliot Stellar, Arnold W. Thackray, Anthony R. Tomazin, for the Faculty Senate; ... William G. Owen for the Administration; ... Carol Carr for the Librarians Assembly; ... Edwin Ledwell for the Administrative Assembly; ... Joseph Kane for the A-3 Assembly.

# Speaking Out

## On "Unnecessary Fuss"

On April 8, 1985, I viewed the documentary tape entitled "Unnecessary Fuss" that was produced by PETA (People for the Ethical Treatment of Animals). This film contains excerpts from approximately 60 hours of tapes removed from the Head Injury Clinical Research Laboratory at the University of Pennsylvania School of Medicine. As a member of the University of Pennsylvania School of Dental Medicine faculty, I am familiar with a whole range of animal and human research experimental designs and methodologies. It is my opinion that the tape revealed some serious infractions of what I would call "appropriate, professional research design and implementation." I will attempt to summarize these infractions below.

(1) *Questionable Research Design and Implementation Methods.* The head gear placed on the monkeys was supposed to provide a reproducible, consistent type of injury as the foundation for the experimental design. However, the tape demonstrated (in numerous examples) that the plaster head gear literally had to be hacked off the monkeys' heads with hammers, thus nullifying the "precise" nature of the traumatic injury.

(2) *Questionable Competency of the Laboratory Personnel.* In multiple instances (and by admission of the personnel themselves on the tape), it was painfully obvious that the lab techs working on these experiments were often unprepared for what they were doing: improper removal of head gear, lack of knowledge of surgical procedures, overall carelessness in treatment of the animals causing unnecessary accidental injuries.

(3) *Unprofessional Behavior in the Laboratory During Experimental Procedures.* The tape was filled with instances of the general use of "curse" words and degrading language aimed at the animals. The high frequency of such behaviors leads me to conclude that these were not isolated instances.

(4) *Evidence of a Lack of Appropriate Aseptic Technique During Operative Procedures.* In one instance, a scalpel that had fallen to the floor was used again without sterilization on an anesthetized monkey. Other basic surgical procedures and precautions were not visible. Smoking, coffee and beverage drinking during surgery and head injury delivery appeared commonplace.

(5) *Evidence of Unclean Laboratory Facilities.* Repeated allusions were made by persons on the tape to the fact that the laboratory was in an inadequate state of maintenance and cleanliness.

(6) *Outright Inhumane Treatment of the Experimental Animals.* In numerous instances, the animals were subjected to unnecessarily painful procedures, and there was an overall prevailing attitude

throughout the tape, that the animals were "objects," rather than feeling, sentient creatures.

I do not feel that one has to be an animal rights activist to find fault with the Head Injury Experiments as presented in the PETA tape. The animals, procedures demonstrated, and the personnel were such integral components of the basic research design and implementation process, that it appears to me highly unlikely that these were uncommon, unrepresentative vignettes. However, even 30 minutes (out of 60 hours) of procedures and behaviors like those presented in the tape, would be unacceptable to many conscientious and humane scientists. I do not believe that scientists who conduct research as shown in the PETA tape deserve to receive taxpayers' money for their projects.

Further, I do not understand why there has not been a greater outcry from faculty and administration. Questionable research practices that go unremedied reflect upon the entire faculty and reputation of the University. I strongly urge all faculty, especially those currently involved in animal experimentation, to view these tapes and make their comments known. I hope that the special committee announced by Dr. Cooperman will facilitate the long overdue investigation into the head injury research.

—Norma A. Kaplis, Clinical Associate Professor of Dental Care Systems

## On Head Injury Review

Your recent article on the University committee that will investigate the Head Injury Clinical Research Laboratory (*Almanac*, 4/30/85) failed to include a number of important facts. These omissions resulted in a clearly one-sided presentation of the matter.

First, you noted Dr. Cooperman's assertion that the laboratory has "passed four reviews" by various groups. You fail to note that the United States Department of Agriculture, which monitors compliance with the federal Animal Welfare Act, has found numerous serious violations of the Act both inside the laboratory and in the facility used to house the animals. With respect to the laboratory itself, the U.S.D.A. inspecting veterinarian reported that the laboratory and primate intensive-care unit "did not comply with the minimum requirements of the Animal Welfare Act," and that "the head injury apparatus and some surgical tools were stained with blood." A different USDA veterinarian noted that the holding facility contained urine accumulations, "cockroaches everywhere you look, mice and vermin droppings observed," and recommended that "all animals should be moved out of there immediately." Any suggestion that the National Institutes of Health have favorably reviewed the laboratory with respect to animal cruelty concerns is disingenuous at best. The NIH Office of Protection from Research Risks, which monitors compliance

with NIH animal welfare guidelines, has not yet completed its current investigation of the laboratory, and it denies that it has made any finding or issued any report about compliance with those guidelines.

Finally, you selectively quote a portion of the January 15 dialogue that you intend to demonstrate that Dr. Gennarelli's use of primates has generated some practical result after 15 years of experiments. I would remind you that Dr. Gennarelli's colleague on this experiment, Dr. Hume Adams of Glasgow, was quoted as saying that the results to date are of "an academic rather than practical nature." (Dr. H. Adams, *Glasgow Herald*, December 1, 1983). I would also remind you that Dr. Gennarelli was aware of the delayed damage you refer to as the result of his clinical work with human head-injury victims. In addition, any generalization of the delayed-damage phenomenon in baboons to humans would be questionable given the significant biomechanical differences involved.

—Gary L. Francione  
Assistant Professor of Law

## Responses to Professor Francione

**Reviews:** *Almanac* condensed a news release of 4/26/85 in which Dr. Cooperman specified (as did *Almanac*) that the NIH reviewed the project "for scientific merit." No reference to the NIH Office of Protection from Research Risks was made or intended; the Office's spokesman confirmed Monday that no public announcement of the review was made and said no comment will be made until the work is completed. *Almanac* did not have the USDA information quoted above, and could not confirm its public release in phone calls to three agency branches Monday. With respect to this concern in Professor Francione's letter, Medicine's Associate Dean James J. Ferguson responds:

The School of Medicine has worked closely with the U.S. Department of Agriculture in the past year, and has upgraded the animal care facilities during that time. Official inspectors of the USDA recently found these facilities to be in compliance with their requirements.

**Results:** The news release of 4/26/85 did not describe research results. *Almanac* added this material independently in the belief that misinformation was being circulated in flyers and radio broadcasts claiming the research had produced "no results." The acknowledged bias here is the editor's acceptance of a prevailing view among scientists that discoveries on basic mechanisms are results, apart from any later results that can be applied in practice. This difference in the conception of "results" emerges in the Dialogue on Animal Research, page V (Dr. Gennarelli, column two, Professor Francione, column three). On page VI, Dr. Thomas Langford appears to harmonize the conceptions. Professor Francione's statement that the results were known from human patients is not in the Dialogue; in response to its presentation now, Dr. Gennarelli states explicitly, "The delay in transection of axons was not known from work with human patients."

**Other issues:** Debate on the removal of dental-stone helmets is on page XI (column three) of the Dialogue. Other controversial topics are taken up in the 12-page transcript, available on request to Ext. 5274.

**Corrections:** The head injury lab review committee chair's name is Dr. Truman G. Schnabel (misprinted April 30) and the correct date of the Dialogue's publication was February 19.

**SPEAKING OUT** welcomes the contributions of readers. *Almanac's* normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.

# Update

MAY ON CAMPUS

## FITNESS/LEARNING

**9 How to Change Karma:** informal discussion on unlocking each individual's highest potential through Buddhism; 7 p.m., Room 235 Houston Hall. Information: Ext. 8701 (Penn NSA Association).

## ON STAGE

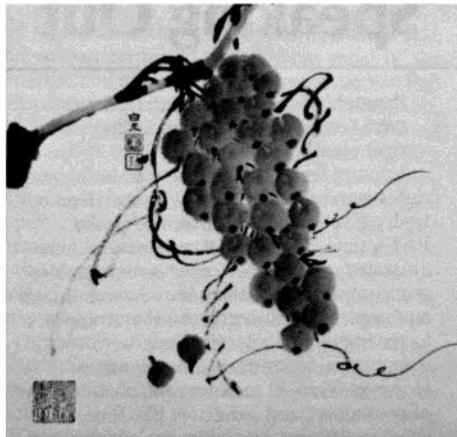
**11 Mark Russell:** the political satirist who calls himself "a political cartoonist for the blind" is the featured performer at Beth David Reform Congregation's 1985 fundraiser; 7:30 p.m., Harrison Auditorium, University Museum. General admission \$20. Students, senior citizens, \$10. Information: 477-5491.

## TALKS

**7 T-B Collaboration:** Dr. Alfred Singer, National Institutes of Health; 3 p.m., Wistar Auditorium (Wistar Seminar).

**9 Therapeutic Photomedicine—State of the Art and Prospects for the Future:** Dr. Klaus Wolff, chairman of the department of dermatology, University of Vienna; 10:30 a.m., Dunlop Auditorium, Medical Education Building (Pillsbury Lecture, Department of Dermatology).

**Multistep Neoplastic Transformation and Oncogene Expression in C3H/10 T<sub>1/2</sub> Cells:** Dr. Joseph H. Landolph, University of Southern



Watercolor brush paintings of Cecilia C. Chiang at the Faculty Club through May 24.

California Comprehensive Cancer Center; 4 p.m., Wistar Auditorium (Wistar Seminar).

**10 Hypertension and Hypertensive Models:** Dr. Giuseppe Bianchi, Universita Degli Studi de Milano, Istituto de Clinica Medica I—Pagiglione Granelli, Scuola di Specializzazione in Nefrologia Medica, Milan, Italy; noon, Physiology Library, Richards Building (Pennsylvania Muscle Institute).

## Deadlines

The weekly update deadline for calendar entries is at noon, a week before the Tuesday of publication. *There will be no issue May 21 so this Tuesday is the deadline for the last May update. May 14 is the deadline for the summer pullout.* Send to Almanac, 3601 Locust Walk/C8 (second floor of the Christian Association Building).

## Literacy Research Center Conference

*The Future of Literacy in a Changing World: Syntheses from Industrialized and Developing Nations* will be held May 9-12 on the campus. The four-day conference will bring together scholars, policy-makers and community activists from around the world and will include presentations open to the public and small round-table discussions for invited participants. Events open to the public are:

**9 Comparative Perspectives on World Literacy:** 8-9:30 p.m.

**10 Literacy in Urban Settings:** 8-10 p.m.  
**11 Adult Literacy Programs in Comparative Context:** 2:15-5:30 p.m.

**12 The Future of Literacy:** 1:45-4 p.m.

All conference sessions will take place in Auditorium B-6, Stiteler Hall. Information: Jackie Landau, Ext. 1925.

## Need Summer Help?

Departments in need of temporary help during the summer are asked to call Human Resources/Employment (Ext. 7285).

Some current University employees who normally work September through May will be available to work this June, July and August. The Employment Office is coordinating efforts toward matching these employees with summer openings at Penn.

Employment Office staff will concentrate on matching department needs with the skills of these Penn employees.

—Linda Frank, Manager,  
Human Resources/Employment

## OF RECORD

### Summer Hours

Beginning June 3, 1985, the University will alter its regular schedule of weekly hours worked during the months of June, July, and August. The summer schedule of hours worked at the University, as referred to in this statement, is 9 a.m. to 4:30 p.m. on Monday through Friday with a one hour lunch period, resulting in a work week of 32.5 hours.

The following should serve as a set of guidelines in the implementation of summer hours for this year.

#### A. Effective Period

Summer hours resulting in the following time reductions will be observed Monday, June 3 through Friday, August 30, 1985:

½ hour per day totaling 2½ hours per week—  
35.0-hour work week is reduced to 32.5 hours;  
37.5-hour work week is reduced to 35.0 hours;  
40.0-hour work week is reduced to 37.5 hours.

#### B. Guidelines for Implementation

In recognition of the varying operation requirements throughout the University, a particular unit or school may need to adopt a flexible schedule to meet its particular needs. However, that summer schedule of hours worked cannot exceed the reduced rate of weekly hours indicated above without additional compensation. Supervisors should advise employees as soon as possible what the summer schedule of hours worked will be in their unit or school.

Units given flexibility in the scheduling of the reduced work week. Some examples follow.

#### Scheduled Work Week:

(Using a 35-hour work week reduced to 32.5 hours)

A. Monday through Friday, 9 a.m. to 4:30 p.m.

B. Staggered hours to extend daily coverage:

Employee I: Monday through Friday, 8:30 a.m. to 4 p.m.

Employee II: Monday through Friday, 9 a.m. to 4:30 p.m.

Employee III: Monday through Thursday, 9 a.m. to 5 p.m.  
Friday, 9 a.m. to 2 p.m.

#### C. Compensation Practices

1. All employees are to be paid the regular weekly or monthly salary.

2. Any unit deciding to maintain the regular work week schedule throughout the summer months should discuss this decision with Barbara Johnson, manager, Staff Relations, prior to June 4, 1985.

a) If a weekly-paid employee works more than the summer schedule of hours, that employee is to receive extra compensation for those hours worked at straight time up to 40 hours worked in the week.

b) If the supervisor and the weekly-paid employee mutually agree, compensatory time may be taken equal to these additional hours worked.

3. If a weekly-paid employee works more than 40 hours, that employee is to be compensated for these hours at the overtime rate of time and one half.

#### D. Exclusions

Regular part-time employees and University employees working at HUP whose units do not observe the summer hours schedule are excluded from this reduced summer hours procedure. Employees in collective bargaining units are governed by the terms of their respective agreements.

#### E. Questions

Any questions concerning the above should be directed to Barbara Johnson, manager, Staff Relations, at Ext. 6093.

—George Budd  
Director, Human Resources