

# Admin. should offer faculty option

By PAULINE VAUGHAN  
Staff Writer

University president David Owen Carrigan has been urged to resort to regulated collective bargaining, should the university's Faculty Association decide to unionize.

The suggestion was made in a report entitled "A Collective Bargaining Structure for Saint Mary's University Faculty", submitted to Doctor Carrigan last week by D.D. Carter, assistant professor of Law at Queen's University.

Carter, in his report, suggested co-operative collective bargaining as the two options for unionization of faculty.

In a co-operative collective bargaining situation, the faculty association would create their own structure for bargaining power outside of provincial labour relations; whereas regulated collective bargaining would have the collective bargaining carried on within the existing labour legislation.

Carter stated in the report it was in "the best interests of the university not to enter into a scheme of collective co-operative bargaining", because the university "would become involved in an exercise for which no rules are presently established".

Carter's report stated an advantage of regulated collective bargaining "is a predetermined set of rules supported by legal structures."

"It provides positive legal support to encourage employees to organize into collectives with the purpose of providing a countervailing force to match the economic power of the employer," he said. It provides strict limits on the use of economic sanctions by either employees or employers and exhibits a reluctance to interfere in those situations where employees and employers are able to establish a harmonious collective relationship."

Carter said labour relations legislation is not as biased toward unions as it is often criticised as being but "directed toward assisting the organization of employees".

The law, he said, does not dictate the terms of a collective agreement, and in addition, unions are subject under the law to substantial restrictions upon strike activity.

"In this situation", said Carter, "it may be to the advantage of the university to utilize the existing legal structure, in order to avoid the difficulty and uncertainty of devising a new set of rules through a voluntary arrangement with the Faculty Association".

The problem may arise, however, that the existing legal structure

may not be "appropriate for faculty collective bargaining". In that case the report states co-operative collective bargaining would have the advantage that the university and faculty could devise a structure "that might be more appropriate to the needs of the university".

The report cited discontent with governance of the university as the major current dispute between university administration and faculty, and went on to compare the major points of the two types of collective bargaining in respect to the different aspects of university governance.

Canadian universities possess the unique quality of a diffusion of managerial authority within the institutions, said Carter, and the introduction of regulated collective bargaining "will likely require that managerial authority become more concentrated as the locus of decision-making becomes the bargaining table".

"The exclusive nature of the bargaining agent's role might make illegal the existing university structures for shared decision-making", said the report.

Centralization of the decision-making could be avoided under

a system of co-operative collective bargaining, however the report states those "on the employers side will be unable to bargain effectively and if some arrangement is made whereby faculty have input on both the employer and employee sides, then there is the danger of a conflict of interests".

"Co-operative collective bargaining may simply serve to disguise the fundamental incompatibility of the two structures and, in the long run, lead to frustration".

Carter expressed doubt that collective bargaining and a shared authority structure could co-exist.

The current system of shared authority could be preserved, according to Carter, by restricting the issues to be discussed at the bargaining table. However, he doubts if this would work.

"The real problem... would be to define the distinction with sufficient particularity. I doubt very much whether such a distinction could be defined with particularity or maintained in practice... Thus, any attempt to protect the present system of university governance by restricting bargainable issues is likely to be do-

See Carter page 4

## The Journal



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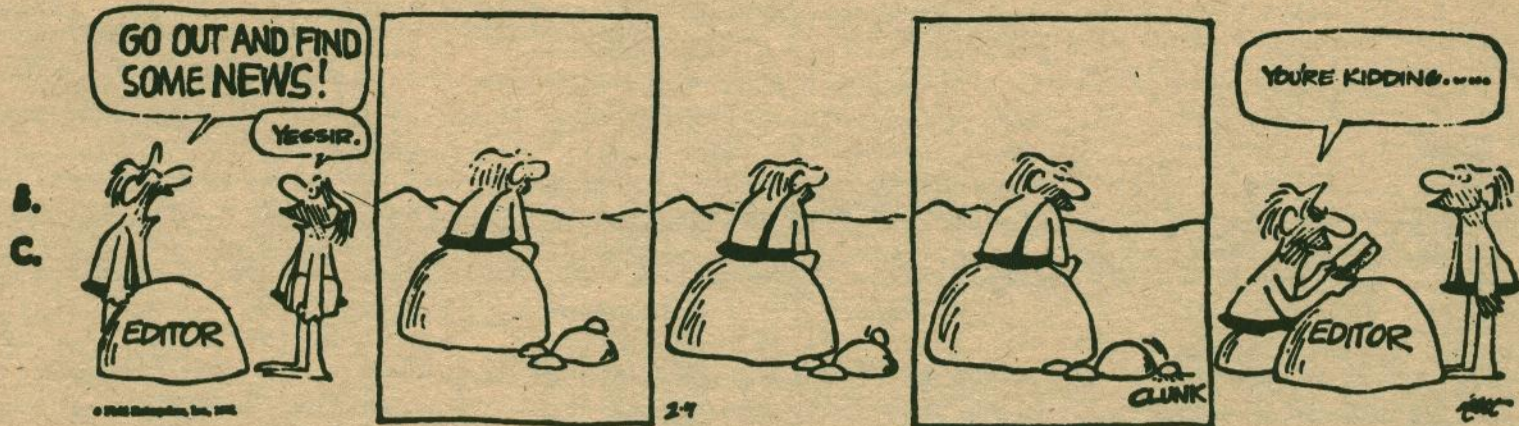


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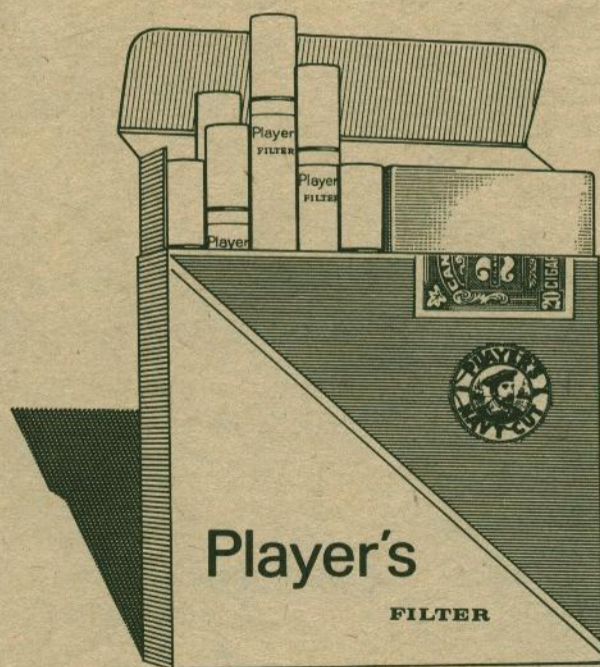
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# MEANWHILE BACK AT THE JOURNAL



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### Patronal feast

Since the Patronal Feast of the University, December 8, occurs on a weekend this year, it will be celebrated Sunday evening, December 9 in the Art Gallery and will include:

- 7:00 pm-Liturgy-Mass dedicated to Immaculate Conception
- 8:15 pm-"The Secret to Peace"- a movie featuring Mother Theresa and Jean Vanier addressing an audience in Massey Hall, Toronto
- 9:00 pm-Wine and Cheese.

### Save the Capital

The Save the Capital Society will hold a public meeting and press conference on Wednesday, December 12 at 8 pm at the School of Architecture on Spring Garden Road (just up from the Capital) to report on the progress of its campaign to rescue the Capital Theatre from demolition.

### Dr. John Spence

Dr. John Spence of McGill University will be visiting Saint Mary's on December 7. Dr. Spence is Scientific Director of the James Bay Task Force, Indians of Quebec Association. He is also a member of the Federal Canadian Arctic Resources Committee.

While here Dr. Spence will give a talk on "The Environmental Consequences of Energy Demand with special reference to James Bay".

TIME: Friday, December 7, 12:30 pm  
PLACE: SMU Library - Theatre B

### Come visit Grannie

100 years ago it took 12 men, 14 mules, and 16 weeks to visit Grannie for Christmas in Vancouver. But you can visit Grannie for \$139 on Dec. 17, back Jan. 5; or \$149 Dec. 22- Jan. 5 Mules extra! Contact AOSC, 44 St. George Street, Toronto 5, Ont.

# Saga and SMUSA share PUB food

By BOBBY ORR  
Staff Writer

Commerce Rep. Mike Watson has decided against a totally student-run food service for the new Pub in the SUB.

Watson had originally wanted a student run food service which would insure low prices and superior quality over Saga Foods.

As it turns out, Saga has been engaged to serve all hot foods while the student run service will serve only cold foods.

Hot meals will be served by Saga between the hours of 3:00 pm and 7:00 pm and the student service will serve cold meals from 7:00 till closing time.

Closing times have been set at 12:00 midnight on Monday, Tuesday, and Wednesday; and 1:00 am on Thursday, Friday and Saturday.

Watson said food orders will be taken in the Pub and then the waiter will go to the Saga kitchens and place the order with the cook, who will then cook the food.

"This will insure that people will not be served cold meals," said Watson adding that the food would be chosen and priced jointly by the Saga people and the Pub Organizers."

Watson said during his negotiations with Saga last week that;

"We're not going to accommodate them and sacrifice quality."

He said he does not feel he has

gone back on this statement.

"If Saga starts serving shitty food, we'll get rid of them," he said.

## Counselling services

By NEIL SAMPSON  
Staff Writer

St. Mary's counselling department is offering increased service to all students, in particular those in residence.

Head of Counselling Services, Laurie Smith told The JOURNAL, "we have found in the past at this time of year, due to greater pressures on the students, more demand for our services."

"The evening hours," Smith said, "are designed primarily as a convenience for residence students, however, no student will be turned away."

From December 10 up until the 21, room 200 of the Academic Complex will be open three afternoons and evenings

a week.

From 2:30 till 4:30 on Monday, Mr. Smith will be available, and Tom Bishop will be present for counselling on Wednesdays and Thursdays at the same times.

On Tuesday, Sandra Little will be available from 7:30 till 11:00 and Tom Bishop, Wednesday and Thursdays from 7:30 till 11:00.

In addition to the extended times, all councillors are available at the following number, 422-7361 and the locals are: Mr. L. Smith local 181; home phone 422-2522; Miss S. Little, local 157; home phone 422-4949; Mr. T. Bishop, local 153; home phone 422-4949; Mr. T. Bishop, local 153; home phone 422-4736; Mr. K. Bendelier local 112; home phone 454-6357.

## Judge Hoffman - you're not alone

(CUP-CPS)--A Santa Monica municipal judge jailed two maintenance men for contempt of court because they refused to lower the thermostat for the air conditioning in the courtroom.

The judge ordered the men held for 45 minutes while he had other maintenance people come in and set the temperature gauge to his liking.



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# Give them an option

omed to failure".

The report urged the university to take a strong position at the bargaining table, and to negotiate with the bargaining agent, should they decide on regulated collective bargaining. Though this would place the university and faculty in adversarial positions "it would lead to stronger employer interests at the bargaining table."

Through regulated collective bargaining, the governance of the university would be in an outsider's hands in the case of dispute, however, Carter does not see this as a problem since an arbitrator would only be called in in the case of a dispute, and his role would be confined to the interpretation of the collective agreement.

"The danger of an arbitrator imposing a decision inappropriate to the university is reduced by the fact that the arbitrator is normally chosen by the parties to the collective agreement themselves", stated the report.

Carter did not see much likelihood for the use of economic sanctions such as strike action by a unionized faculty. There would be too much public and governmental concern, he said.

"Faculty are likely to prefer a procedure for compulsory arbitration over economic sanctions", said the report. However, he admitted compulsory arbitration" may

reduce the incentive for parties to work out their differences between themselves"...it could "pose a serious threat to university governance".

He stated that collective bargaining need not lead to the development of an adversarial atmosphere, as many people fear. It "attempts to resolve conflict by identifying the existence of conflict and then providing the procedures for its resolution".

Collective bargaining also need not restrict the university's employment regime or reduce its academic excellence, according to the report. However, if either system of collective bargaining is adopted by the university, Carter states "It is likely the Senate and its committees will become redundant", though it would be legally possible to retain Senate under co-operative collective bargaining.

Tenure and grievance procedures could be maintained under either collective bargaining systems, but they would have to be exempted from the collective agreement, said Carter.

Carter suggests the Faculty Association would be upgraded by the unionization of faculty, and become the bargaining agent for faculty. However, in the event of unionization, the association, would be purged "of all members performing man-

agement related functions."

"Co-operative collective bargaining would not require this separation,...but, in its absence, there might arise serious conflicts of interest that might be as damaging to the university as to the faculty association."

Carter did not expect the university to be greatly affected financially by the onset of unionization of faculty, unless it attempts to retain a collective bargaining structure as well as Senate, even though administrative costs to the university may rise.

Carter stressed co-operative collective bargaining, while allowing both university and faculty to make up their own rules, might pose more problems than it could solve.

"If the university gives collective bargaining a foothold by participating in some form of co-operative collective bargaining, it is quite possible that by its own momentum collective bargaining will gradually displace other university structures with no clear choice being made by faculty", said the report.

Carter suggested the university present two options to the faculty association.

"The university should give its faculty the clear choice between the present structures, based on the principle of shared authority, and regulated collective bargaining."

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## SMU sticking to CIAU ruling

As of Tuesday afternoon the regular scheduled basketball game to be played between the Acadia Axemen and the Saint Mary's Huskies will take place Thursday evening in Wolfville.

SMU Director of Athletics, Mr. Bob Hayes has indicated that the Huskies will definitely travel to Acadia unless they receive notification from the Canadian Intercollegiate Athletic Union to do otherwise.

The questionable status of the game has arisen due to Acadia's bid to ignore a C.I.A.U. ruling made earlier this year that only 3 non-Canadian players may play on a varsity basketball team at one time. Acadia who have recruited additional American players this year are challenging the ruling on the grounds that the individual student-athlete's civil rights are being infringed upon simply on the basis of nationality.

Hayes noted that although Saint Mary's does not agree with the ruling and that they are indeed sympathetic with Acadia's position Saint Mary's has decided to abide by the ruling.

# B. Ed. not something you sleep in

By NEIL SAMPSON  
Staff Writer

A Department of Education regulation concerning teacher qualification set in 1963 is now being put into effect.

To qualify for teaching license one is required to have two English courses and any combination of eight taken from a list which includes: French, German, Latin, Greek, Math, History, Political Science, Economics, Geography, Chemistry, Physics, Biology, Geology and one Sociology.

The policy was never actually put into effect, due to a shortage of teachers.

However, the situation has cha-

nged with more teachers available than in 1963, the Department has acknowledged the need for the policy to be enforced.

Past requirements were merely a Bachelor of Arts, and Education, with no specific major required.

Now, candidates must have at least four courses in a "teachable area", i.e. languages, social studies, etc.

Education students have expressed approval of the regulations, however, they feel that some exception should have been made for students wishing to major in psychology.

"An understanding of how to handle students you're teaching and

empathize with them can be just as important as the material you have concentrated your studies towards," one Education student said.

Another opinion expressed was, "the regulation has not been sufficiently publicized to date...this matter is very important in that it affects our qualifications for a TC5," (teaching license with a B.Ed)

There is presently a committee set up by the Department of Education to study the entire situation and possibly draw up new policies.

However, if any new decisions are made, they will not come into effect until the 1974-75 school year.

Once the committee draws up a new proposal it would then go to the Minister of Education, to accept or reject the Department's decision.

## "Should look at oil prices"

# Regan talks energetically

By BOBBY ORR  
Staff Writer

The national government should look at oil prices as well as shortages according to Nova Scotia Premier Gerald A. Regan, Premier was at St. Mary's University last Wednesday, Nov. 28.

Appearing before a packed house in Theatre A of the Library, Regan added "People in the east can less afford it (the gas prices) than others"

The Board of Public Utilities must be told why the prices are going up, said Regan, and must make sure the price hikes are warranted.

"If the Arabs raise the price of raw oil the price of gas must go up," the Premier said; but he feels some of the price hikes have not been justified.

When asked about a Canadian owned, or even a Nova Scotian owned oil refinery, the Premier said that a partly home-owned refinery would help greatly in supplying part of the 30,000 barrels of oil a day needed by Nova Scotia.

The expense of drilling and manufacturing the oil from Sable Island and the Continental Shelf is still too expensive to be considered a viable proposal.

The estimated expense would be about \$60 million said Regan.

On a good note, the Premier said the oil on Sable Island was 100% ours.

He added there was a plan in making with the federal government in which the Atlantic provinces would get the "lion's share" of the profit from off-shore oil.

There is also no truth to the idea of the profits being shared between all the provinces, said Regan.

The Premier said he fully supported a pipe line from Halifax to

the oil refineries of Upper Canada.

When quizzed on why the province did not build the pipeline from Sable Island to Halifax and

sell the raw oil from there, Regan said "we could not sell enough oil from here to make it economically feasible."

# Valdy a good musician

By SARA GORDON  
Staff Writer

Valdy proved himself a great musician, and a person of much warmth, at his concerts at the Rebecca Cohn Auditorium last week.

The one - man show - for Valdy uses no backup musicians, as a rule, in concert - lasted for well over two hours.

Although it got off to a rather cool start, the concert picked up about the middle of the first half, and from then on it was great.

One of the most striking features of the concert was the closeness with which Valdy kept in contact with his audience.

This lent greatly to the success of the concert, because it is difficult to enjoy an evening of music like Valdy's without getting involved in the music.

Valdy played a surprising variety of music ranging from soft ballads to a truck-driver song.

Most of the songs were of his own composition, but he also did songs by writers such as Bruce Cockburn and Gordon Lightfoot.

By the end of the concert, Valdy claimed he had almost exhausted his repertoire.

The guitar playing and singing were excellent, the atmosphere was congenial, and it all added up to a great concert.



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# Faculty unionization- could be the best thing yet

Faculty unionization could be the best thing that ever happened to the faculty of Saint Mary's, and if it works out right, it will be good for the students as well.

That's if the faculty themselves can decide what they want.

The faculty of this university have long been a pretty untogether crowd, engaging in personality conflicts which caused splits among them, and academic ideological skirmishes in which there emerged no victor.

True to fashion, right now they can't all decide if they really want to unionize and those that want to can't decide what type of union would be best.

But let's get it together, boys.

You can't afford to fight among yourselves when someone else--namely the administration-is making the final decision anyhow.

And besides--when you agree on this, maybe you'll find you can agree on alot of things as well--like how to give the students a better education--both with better courses and better professors.

Once the faculty is legally organized they can tighten up their standards for employment (hopefully using the student's course evaluations more then they do now).

The students won't like unionization of faculty, and the raises in tuition fees it will likely bring about, unless they see its effects in the classroom.

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# Womens winter season looks good

The winter season opens on two fronts this week in women's athletics as the hockey and basketball teams host Dalhousie.

Under the "watchfull" eye of Coach John Bishop the hockey Huskies have been holding rigorous workouts on Tuesday and Thursday nights for the last two weeks.

Coach Bishop expects alot of fun on the ice this year.

"I doubt if we'll be contenders

but we'll sure have alot of fun. We're putting our emphasis on teaching the game and the fundamentals from a player's point of view."

The basketball team, on the other hand, could be a contender this year for top honors. With eleven nucleus of veterans as first year players Coach Cathy Mullane sees the team as being competitive.

"I won't know how we stand til we've played a few league games and seen some of the other teams", comm-

## Huskies lose first game to X-Men

The St. Mary's University Hockey Huskies lost their first game since the 1971-72 season by an 8-6 score to the St. Francis Xavier X-Men, at Antigonish on Sunday Dec. 2.

The Huskies led the game mid-way through the second period with a 4-2 score on goals by Bruce Cochrane, Ray Monette, Dale Turner and Syd More.

The X-Men exploded with three goals in only one minute and eleven seconds to leave the ice with a 5-4 lead.

Speaking on the loss, coach Bob Boucher of SMU said: "I hope it will help us. We have been complaining about lack of competition for quite a while."

Boucher was very complimentary

of St. FX coach Fr. George Kehoe for his fine job of coaching the X-Men this year.

On his side of the ice, Boucher was not displeased with the Huskies play against St. FX; saying "...we worked hard and skated even late in the game."

He did add, however, that the Huskies would have to improve their play defensively; particularly the back checking.

The Huskies, who don't play another league game until January 9, hold first place with 14 points as compared to 10 for St. FX.

The Huskies play an exhibition game against Boston College who are fourth ranked in the US, on Dec. 8.



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# Brawl marring 13-2 victory — Turner shines

By DENNIS HUCK  
Staff Writer

The Hockey Huskies kept their undefeated regular season intact Saturday, humiliating the Acadian Axeman 13-2.

The game was marred by a bench emptying brawl that eventually led to eviction of ten players and coach Don Wells of Acadia.

Bill Doherty led the onslaught scoring four goals while newcomer Bruce Cochran and Darcy Murphy chipped in with three apiece. Other scorers for the Huskies were Scot Grady, Bob Mullins and Steve Dymtry.

As the score indicated, the Huskies completely dominated play and are improving with every game. The team's passing game is excellent with at least six of the goals being picturesque passing plays.

The biggest improvement the Huskies have made since the beginning of the year are just the basic fundamentals as they're play-

ing excellent positional hockey and dominated faceoff situations

Individually Coach Boucher was pleased with the play of Dale Turner who's playing super hockey, along with first year men Bruce Cochran and Scot Brady.

Turner picked up six assists in the game which vaulted him into first place in the all-time Huskie scoring department passing Richie Bayes.

In his four years with the Huskies Turner has scored over fifty goals and earned 114 points.

Although the game was an excellent performance by the Huskies, the win was marred by the third period donneybrook.

With about nine minutes left in the game, Mike Quinn and an Acadia player started a slight skirmish in front of the Acadia bench. Backup goaltender David Hattings of Acadia then took advantage of his close proximity to the fight and took a swing at Quinn. Acadia coach Don Wells then came from nowhere and got involved in the outbreak which led to both teams emptying the benches.

"Although I was trying to keep our team on the bench when the fracas broke out there was no way I could when Wells entered the fight. It's up to the coaches to have stricter discipline and when this happens again the coach should be fined or suspended or both."

Acadia's Coach Wells gave a different interpretation of the brawl saying, "I was only trying to prevent my players on the bench from entering the fight. The next thing I knew was the Huskies had cleared their bench and I felt a stick on my head."

Fights erupted everywhere and not until an Acadia player punched a female SMU fan with a hard right to the mouth was order restored.

It marked the second time this season that the Huskies were in a bench clearing brawl and makes one wonder what's got to be done to control these outbreaks.

Both coaches were very concerned about the outbreak with Boucher commenting, "it seems every time we get a big lead the opposing team starts taking cheap shots."

## Sports editorial

# Bush act not fair play

A female hockey fan was punched in the face by a hockey player representing Acadia University during last Saturday's 13-2 Huskie victory.

In no way suggesting justification of the bush act committed by the Axemen perhaps it would be wise to point out that young ladies should follow one of two courses of action at future hockey games: either a) do not razz the opposition, which is saying do cheer for your favourites, but don't be obnoxious in a negative sense, or b) get on the opposition's backs, but from a safe distance, keep your face away from danger.

STICKS AND STONES MAY BREAK MY BONES, BUT NAMES WILL NEVER HURT ME  
Ideally the young man should not have struck the young lady.

His action cannot be justified by any rationale that he was physically injured or emotionally up-

set at the time.

If he cannot control his actions in public then he should not be allowed in public.

On the ice or field of combat, aggressive, violent action and reaction is acceptable, but the incident did not occur on the field of play, and worse, it did not involve combatants!

The Acadia player should be disciplined harshly by the legal authorities, by his university and by his coach.

Failure to do so at any level will be a contributory factor to the diminishing reputation of the Atlantic Intercollegiate Hockey League.

Saint Mary's officials would be remiss if additional security arrangements are not made for future contests.



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