



Direction and speed of system motion    Cold front  
 Rain or snow showers    Warm front  
 Upper level front    Stationary front  
 (Temperatures are maximum and minimum for past 24 hours)

**the weather**

**Prince George:** Freezing rain warning continued. Today intermittent snow mixed at times with freezing rain changing to rain near midday. Snowfall accumulations of 4 to 8 centimeters. Turning milder this afternoon. Highs 2 to 5. Tonight rain changing to a few showers of rain or snow in the evening. Lows near 0. Saturday cloudy with a few rain or snow showers. Highs 2 to 5. Probability of precipitation 100 per cent today, 90 tonight and 70 Saturday.

**Parsnip:** Freezing rain warning continued. Today intermittent snow becoming mixed with freezing rain in the afternoon. Snowfall accumulation 4 to 8 centimeters. Turning milder this afternoon. Highs near 0. Tonight snow changing to a few snowshowers tonight. Lows 0 to -3. Saturday a few showers of rain or snow. Highs 0 to 3. Probability of precipitation 100 per cent today, 100 tonight and 70 Saturday.

**Chilcotin, Cariboo:** Today a few showers except snowshowers in northern sections this morning. Intermittent rain beginning near midday. Highs 6 to 9. Tonight rain changing to a few showers in the evening. Lows 2 to 5. Saturday cloudy with a few showers. Highs 5 to 8. Probability of precipitation 100 per cent today, 90 tonight and 60 Saturday.

**Bulkley Valley-the-Lakes:** Today occasional snow changing to intermittent rain near midday. Additional snowfall accumulation near 5 centimeters. Highs 2 to 5. Tonight rain changing to a few showers of rain or snow in the evening. Lows near 0. Saturday a few showers of rain or snow. Highs 2 to 5. Probability of precipitation 100 per cent today, 90 tonight and 60 Saturday.

**Thompson, Okanagan:** Today isolated showers this morning. Intermittent rain developing near midday. Highs 8 to 11. Tonight rain changing to a few showers in the evening. Lows 3 to 6. Saturday cloudy with a few showers. Highs 8 to 11. Probability of precipitation 100 per cent today, 90 tonight and 60 Saturday.

**Kootenay:** Today isolated show-

ers this morning. Intermittent rain developing this afternoon. Highs 8 to 11. Tonight rain changing to a few showers tonight. Lows 3 to 6. Saturday cloudy with a few showers. Highs 7 to 10. Probability of precipitation 100 per cent today, 90 tonight and 60 Saturday.

**Columbia:** Today showers increasing to steady rain this afternoon. Highs 5 to 8. Tonight rain changing to showers tonight. Lows 2 to 5. Saturday cloudy with a few showers mixed with snow at higher levels. Highs 3 to 6. Probability of precipitation 100 per cent today, tonight and 70 Saturday.

**Greater Vancouver:** Today rain at times heavy changing to a few showers near midday. Windy at times. Highs near 11. Tonight showers. Lows near 5. Saturday cloudy with occasional showers. Highs near 10. Probability of precipitation 100 per cent today, 90 tonight and 80 Saturday.

**Lower Fraser Valley, east Vancouver Island:** Today rain at times heavy changing to a few showers near midday. Windy at times. Highs 10 to 12. Tonight showers. Lows 4 to 6. Saturday cloudy with occasional showers. Highs 10 to 12. Probability of precipitation 100 per cent today, 90 tonight and 80 Saturday. **Greater Victoria:** Today rain changing to a few showers near midday. Windy at times. Highs near 11. Tonight occasional showers. Lows near 5. Saturday mainly cloudy with a few showers. Highs near 10. Probability of precipitation 100 per cent today, 80 tonight and 70 Saturday.

**Howe Sound-Whistler:** Today rain at times heavy changing to a few showers near midday. Highs 7 to 10. Tonight showers. Lows 3 to 6. Saturday cloudy with occasional showers. Highs 6 to 9. Probability of precipitation 100 per cent today, 90 tonight and 80 Saturday.

**Sunshine Coast:** Today rain at times heavy changing to a few showers near midday. Windy at times. Highs 9 to 11. Tonight showers. Lows 4 to 6. Saturday cloudy with occasional showers. Highs 9 to 11. Probability of precipitation 100 per cent today, 90 tonight and 80 Saturday.

Temperatures	
Williams Lake	08 00 0008
Prince George	-3 -4 004.7
Mackenzie	-8 -10 005.4
Fort St. John	-12 -13 004.0
Fort Nelson	-11 -16 001.2
Dease Lake	-10 -16 000.0
Peace River	-11 -12 000.4
Whitehorse	-16 -17 005.8
Dawson City	-21 -32 000.0
Yellowknife	-18 -35 000.0
Inuvik	-19 -32 000.6
Resolute Bay	-36 -47 000.0
Eureka	-44 -50 000.0
Alert	-40 -43 000.0
Cambridge Bay	-26 -39 000.0
Calgary	-5 -11 000.4
Edmonton	-10 -14 001.8
Lethbridge	-1 -7 000.0
Medicine Hat	00 -12 000.5
Regina	-6 -16 000.0
Saskatoon	-11 -16 000.0
Prince Albert	-14 -21 000.0
North Battleford	-10 -16 000.0
Winnipeg	-9 -26 000.0
Brandon	-8 -29 000.0
Churchill	-24 -27 000.0
The Pas	-18 -26 000.0
Kenora	-9 -28 000.2
Thunder Bay	-9 -25 000.0
North Bay	-7 -21 004.0
Toronto	-3 -15 004.0
Ottawa	-8 -10 009.6
Montreal	-6 -9 011.7
Fredericton	-2 -9 004.2
Halifax	01 -3 006.3
St. John's	00 -13 009.2
Spokane	13 07 000.0
San Francisco	19 15 000.3
Los Angeles	16 14 000.5
Las Vegas	29 14 000.0
Reno	19 08 000.0
Phoenix	31 17 000.0
New York City	09 -9 000.0
Miami	23 10 000.0

# Boat operators blamed for deaths

VANCOUVER (CP) — The operators of a B.C. ferry and a pleasure craft were both to blame for a collision last Aug. 12 which killed a woman and two of her children, says a Transport Canada report.

An inquest jury ruled in November that the deaths of Kim Kwok, 45, and her sons Michael, 3 and Martin, 12, were homicides, a neutral term that does not imply fault or blame.

The jury directed all but two of its 15 recommendations at the B.C. Ferry Corp.

The 133-metre Queen of Cowichan and the 10-metre Kimberley collided near the ferry terminal at Horseshoe Bay, north of Vancouver.

The ferry officers said the Kwok vessel veered into the path of the 6,500-ton ferry and did not respond to repeated warning horn blasts.

George Kwok tearfully told the inquest he didn't see or hear the impact. He said he was below deck at the time.

The Transport Canada report, released Thursday, says the Queen of Cowichan did not follow rules by maintaining a proper lookout "in that the Kimberley was not sighted until she was approximately 1.1 nautical miles away."

The ferry contravened two of the Canada Shipping Act's collision regulations by not using radar to obtain warning of the risk of collision, and also should have kept clear of the Kimberley, it says.

The Queen of Cowichan should have made a larger alteration in course, the report says, "and the actions which followed were not made in ample time."

Finally, the ferry should have given the Kimberley a wide berth in the first place "because of the common experience of close quarters situation with pleasure craft."

The report says the Kimberley was not keeping a proper lookout astern, and "the operator did not take sufficient notice of the ferry tracks as indicated on Canadian Hydrographic Service charts of the

Queen Charlotte Channel." It also observes that neither vessel used their VHF radiotelephone to communicate with each other, and in fact, the Kimberley's radio was switched off.

In addition, it notes that ferry schedules are published, so pleasure craft operators "should there-

fore be able to predict the arrival of ferries in the area and be on the lookout for them, particularly when operating in close proximity to the ferry route."

In mid-November, Kwok filed a B.C. Supreme Court suit against the ferry corporation, claiming damages against the corporation and two of the ferry's officers.

# Firing 'easy to fight'

KAMLOOPS, B.C. (CP) — The B.C. Civil Liberties Association is "salivating at the prospect" of going to court with the case of a Cariboo College instructor fired for publicly criticizing the college.

Al MacKinnon was fired Dec. 11. The case is going to binding arbitration, but no date has been set.

"I'm salivating at the prospect of this case going to court," John Russell, the association's executive director, told a forum on free

speech at the college on Thursday. "The case is potentially precedent-setting," he said. "It would be very easy to fight."

Although the forum subject was billed as freedom of speech in general, the case of MacKinnon was central to the statements of all five panelists.

Cariboo college principal Charles Brewster declined to participate in the forum, saying he could not "comment publicly on the discipline of an employee."

## CNC Faculty, Salary, Benefits and Workloads

(Currently in Effect for Full-Time Faculty)

**Salary Range:** \$27,012 - \$43,252. Currently 31% of faculty earn \$43,252, and over 80% earn in excess of \$34,394. Overtime is paid at a rate of \$41.39 per hour.

<b>Working Weeks:</b>	30-36	<b>Teaching Weeks</b>
	1-7	Weeks Unassigned Duties
	4	Weeks Time Off to Pursue Professional Development Activities
	8½	Weeks Vacation
	2½	Weeks Statutory Holidays
	52	Weeks Fully Paid

The maximum number of instructional hours taught by a faculty member is 30 hours per week. Over 40% of faculty teach less than 18 hours per week. In addition, a faculty member is required to devote time to course preparation, marking, and student consultation.

**Benefits:**

- All medical, dental, and group life benefits are fully paid by the College.
- Fully paid sick leave to a maximum of 18 days per year. After 10 years' service and upon retirement, a cash payment to a maximum of 60 days' unused sick days.
- Each year 5 full-time faculty members are entitled to 9 months' of educational leave at 50% of salary, and full vacation and professional development time.
- Severance and notice benefits range from a minimum of 10 months to a maximum of 20 months with full pay, dependent upon date of notice.
- The College must pay full salary and benefits during any disciplinary suspension of a faculty member, and also pay the costs of a replacement instructor.

*It is essential that our Faculty devote as many weeks to teaching duties as Faculty do in many other colleges in the province. The transfer of a few weeks of unassigned duties to teaching time is all that is being requested. The quality of our Students' programs is the issue.*

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