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Weather: fair and warm



Depending on your viewpoint, this arboretum tree is either the victim or the beneficiary of student surgery.

Committee says Inn staff not given fair treatment

by Ben Dobson
Staff Contributor

In response to a complaint failed against the Carolina Inn by an employee, the University Staff Employee Grievance Committee issued Sept. 29 a report declaring that employees of the Inn are not given treatment equal to that of other state employees.

The report was issued by the committee after examining a complaint filed with the Department of Personnel by dishwasher Clifton Baldwin which contended that the Inn had discriminated against him in awarding merit pay raises.

The committee stated that, "From all facts presented...Baldwin is worthy of, deserves, and merits a merit increment."

In his grievance, Baldwin claimed that the Inn had denied him a long-overdue merit pay increase. He has worked at the Carolina Inn for more than five years without receiving a merit increment.

According to the committee's report, Carolina Inn manager Carl Moser said Baldwin had "laid out of work with high blood pressure 90 per cent of the time" (during a given period). Harry Finley, who recommends to Moser employees for merit increases, said Baldwin works slowly, although the quality of his work is good.

In his grievance, Baldwin said he does have a high blood pressure problem and that he needs rest on weekends.

Baldwin also contended that the Inn owes him back pay and that he has an unreasonably heavy workload at the Inn.

Although the grievance committee ruled these complaints are invalid, it ruled that Baldwin deserves the merit pay increase.

In its report, the committee stated, "At the heart of this grievance is the fact that, with respect to the merit increment program, employees of the Carolina Inn do not receive the same treatment as other state employees."

"They are treated differently — less favorably when it comes to merit increments. This is not fair treatment," the report stated. The report said that in most sections of the

state and the University itself, maximum merit pay increases are awarded to the most deserving two-thirds of the employees of a working unit. The two thirds are chosen after all employees are ranked from the most to least meritorious.

"But at the Carolina Inn, things are different," the report stated.

The report said 10 out of 40 Inn employees (25 per cent of those eligible) received awards. Although the maximum amount of merit increment funds allocated for the Inn this year was \$5,792, only \$2,453 (or 42 per cent) was dispensed.

Finley said he was unaware of the two-thirds quota and that the Inn did not award all of its allowed merit increases. He said he evaluates employees individually rather than by a ranking system.

Although most components of the University of North Carolina system receive monies from the state General Fund to pay merit increases, the Carolina Inn, which is self-supporting, draws from its profits each year to divide among deserving workers.

Chancellor N. Ferebee Taylor disagreed with the committee's ruling on the merit increment. "I cannot accept it (the ruling)," he said in an Oct. 21 letter to the Baldwin committee. "For me to do so would represent a judgment on my part as to your

merit's relationship to the merit of other employees of the Carolina Inn who may be eligible, but have not been recommended for merit increments."

Taylor said the committee apparently had taken no discretion in the matter.

Despite his disapproval of the committee's judgment, Taylor said he would ask Claiborne Jones, vice-chancellor for business and finance, to enforce the two-thirds quota for merit increase.

Dissatisfied with the grievance committee's decision concerning the back pay and work load, Baldwin said Wednesday he will appeal his grievance to the State Personnel Commission.

He had first filed his grievance with the Carolina Inn management, which took no action, and then with the University Department of Personnel, which requested the Inn make 10 additional awards. Although the additional merit awards were made, Baldwin was again excluded.

Then Baldwin filed his complaint with the Staff Employee Grievance Committee.

Carolina Inn manager Moser said he was aware that Baldwin had filed the grievance, but that he did not have access to the grievance committee's report and is unaware of any action by Taylor. Moser said he is also unaware of Baldwin's appeal to the State

Personnel Commission.

The Baldwin grievance is the first of several complaints against the Inn before the grievance committee. Other complaints were filed by Nick Pantazis, and, in a joint complaint, Louise Doughtie Walker, Pauline McGirt and Diane Fisher. All are employees at the Inn.

Earlier this year, two separate grievance proceedings were brought by two Inn employees, Daisey Sanders and Nancy Cook. Both are no longer employed there.

Education professor Gerald Unks, chairperson of the Faculty Committee on Staff Personnel, said other employment difficulties had arisen recently at the Inn.

Unks said he received a call Oct. 16 from an anonymous person who identified himself as a Carolina Inn employee and said there was employee trouble at the Inn.

He also said he received last Tuesday an anonymous letter which listed four very serious charges against the Inn's management. Unks said, "When people fear giving their names or signing their letters, it often indicates coercion or fear of punitive action from above."

Unks emphasized that, when his committee fails to work or employees fail to use it, "then the Faculty expects nothing less of us than that we get to the bottom of the matter."

Due to pay increase, utilities sale Higher room rent likely again

by Bob King
Staff Writer

University housing residents can expect a room rent increase next year due to the expected sale of the University electrical utility to Duke Power and the proposed state employees pay increase, two University Housing officers said Wednesday.

Because the amounts of the pay and utility cost increases are uncertain, the amount of the rate hike remains in question. However, Residence Hall Association (RHA) Executive Assistant Lee Wallace said Wednesday an increase of approximately \$32 has been discussed by the housing department.

Wallace said the amount was mentioned as a maximum, budgeting high for every possible increase. He said he expects the actual figure to be lower.

The projected rent rates for the next academic year will be released early this year so that students will have a better idea of how much rent they will pay in the coming year, Peggy Gibbs, University Housing contracts assistant director, said Wednesday. The rates will be released in February, she said.

Explaining the possible rent increases, Doug Mallory, housing department assistant director for the budget, said "pay and utilities are two areas out of our control."

The state pay bill, which would grant cost-

of-living pay raises to all state employees is almost certain of passage this spring, Mallory said, because the General Assembly has passed over it in the last two sessions.

(The Department of University Housing is required by law to pay its employees on the same scale as state employees, even though it is not a state agency.)

Before the last two rejections of the pay bill, the usual raise granted to state employees had been about 6 per cent annually, Mallory said.

If the legislature tries to make up for the last few years, the housing department may have to raise its employees' salaries by 18 per cent.

Gibbs added that one reason she thought the pay bill was likely to pass was because "the legislators voted themselves an increase" recently, and state employees would lobby for a similar measure.

The sale of electrical utilities would "bring the University into the commercial utility rate business," Mallory said. Duke Power was recently granted a 21 per cent rate increase by the State Utilities Commission.

UNC Utilities Director Grey Culbreth said recently the sale would result in an immediate increase in local small consumer's electric rates of 15 to 20 per cent, because of the 21 per cent rate increase.

But Culbreth said Wednesday that the University's rates would be set according to "a complicated tariff schedule" involving

demand and energy, not at a definite per-kilowatt-hour rate.

"The rates are determined already," Culbreth said, "but it's difficult to tell how much more or less we'd pay than we do now."

The tariff schedule is used at UNC-Greensboro, where Duke Power services the campus, Culbreth said. "Generally speaking, it's a cheaper rate."

Mallory explained that there was a substantial utility increase in last year's housing budget, also, and that rates were out of the Department's control.

"We can come back with the same budget in supplies and services," he said, "but there's no way we can come back with the same budget on utilities and salaries."

Mallory said that the \$32 figure seemed too high, adding that it is "too early in the year to give even a ballpark range." Such an estimate would be available sometime in December, he said.

"Normally, we don't even look at the next year's budget until March," Mallory said. But this year University Housing Director James D. Condie "wants the figures earlier so he'll know what to tell students they'll have to pay."

Gibbs said she thinks the rent increases will not be across-the-board, but proportional to improvements made in individual dormitories.

Ward defeats Brown in District VI Besse wins recall runoff

by Nancy Mattox
Staff Writer

Campus Governing Council Speaker Dan Besse was reelected Wednesday, night over opponent Eric Locher in a special runoff election.

By a margin of 30 votes Besse was reelected to the CGC on-campus undergraduate District VIII seat he has held for a year and a half.

Of 497 votes cast in District VIII, the Morehead Confederation, Besse gathered 262 votes with Locher gaining

a remaining 232 votes.

Of the election, Besse said "Naturally I'm very grateful for the support everyone has given me in this election. But I intend, of course, to continue to make my best efforts to represent the interests of everyone in my district."

"I'm also very pleased with the increased interest that this campaign has generated in the Morehead Confederation and I hope that I can work with the rest of the students in the confederation to further improve communication with and representation

for this district," he said.

Eric Locher, who entered the race on Oct. 13, two days before the primary election, said after the vote, "I wish to congratulate Dan and I just hope we can work something out. Dan will be in all meetings in the Morehead Confederation and I hope he'll be using all representatives (in the district) to feel out all feelings of the residents on Student Government issues."

Besse was recalled by his district on Oct. 2 on charges of misrepresentation. In the Oct. 15 election Locher, current Morehead Confederation co-governor, gathered the highest number of write-in votes ever cast for a single special election candidate.

Besse and Locher, who was backed by the support thrown him from other candidates Janet Morgan and Bill Long, finished within 6 votes of each other with neither candidate having a clear majority in the first election.

In other election results, Tim Ward defeated Colin Brown for the position of representative from off-campus undergraduate District VI by a count of 36-2.



Skateboarding is one of those novel fads whose popularity fluctuates constantly. Here a young'n rolls by the arb.

Several oppose male candidacy

by Tim Pittman
Staff Writer

Several of the candidates in today's election for Homecoming Queen expressed the opinion Wednesday that Delmar Williams' candidacy for Queen will make a joke of the ceremony and threaten the existence of a Homecoming Queen in the future.

Although the candidates interviewed agreed that Williams, the first male to run for Homecoming Queen, has a right to run, they expressed both resentment and embarrassment at the fact that a male might win the ceremony Saturday.

Students may vote in the race between 11 a.m. and 5 p.m. today at the Y-court, Chase Cafeteria or the Undergraduate Library, or if it rains, in the Union upon presentation of a student I.D.

Velda Carter, a candidate from Tabor City, said, "I'm sorry this had to happen this year. It may have generated a lot of interest in the Homecoming but it is forcing a lot of problems."

Carter said Williams has a right to run, but she said a male's victory might be detrimental to the ceremony.

"The ceremony is traditional and a lot of people take it seriously."

embarrassing more to my sponsor than to me. I think he is over-doing his point and is making a joke of the ceremony."

Lancaster said Williams' decision to remain on the court could force changes in Homecoming which might destroy the ceremony. She predicted that if Williams decides to campaign he will win the election.

"He is making a big deal out of this and is making a fool of himself at the same time," she said.

Lancaster said the female candidates are concerned with beating Williams, but that there is no feeling of competition among the girls.

Paula Long from New Bern, said Williams' candidacy will affect the Homecoming ceremony negatively and said the extent of that effect will be determined by the student body and alumni response at the game.

"I don't really understand his reasoning behind the campaign," Long said. "Most people at UNC want to see a traditional Homecoming ceremony."

Williams said that if he has a right to enter the contest, he has a right to win. "I just want the other candidates to realize that I'm not out to get them," he said. "I just want to win the election."

The other candidates for the election are Gail Davenport, Beverly Dupree, Sandra Goad, Elaine Hedrick, Robin Lee, Dorethea Lowendick, Molly McElrath, Mary Ann McMahan, Tempe Smith and Lane Turner.

Board approves taxing utilities Carrboro will assess University properties

by Sue Cobb
Staff Writer

The Carrboro Board of Aldermen has unanimously approved a proposed tax assessment of the University of North Carolina's electric and telephone properties in Carrboro, despite opposition from both the state and the University.

The approval made at Tuesday's board meeting, follows similar decisions by both Chapel Hill and Orange County last spring

to tax the University for these properties.

University officials will appeal the consolidated attempt by the county, Chapel Hill and Carrboro to tax the University an estimated \$2.6 million for telephones and \$2.9 million for electric installations from 1970 through 1975, Claiborne Jones, UNC-CH vice-chancellor of business and finance, said Wednesday.

Jones said University officials had expected the decision which he said is not an attempt to levy taxes on the University but

on the state. "The University is part and parcel to the state—an agent to the state," he added.

Representing the University at the meeting was Myron Banks of the state Attorney General's Office. Banks told the aldermen that although Carrboro is not currently taxed by Orange County for water and sewer service, the board's decision to tax the University's utilities could lead to such taxes for the town.

Banks also said the property in question is clearly public service property (which cannot be taxed), and that by taxing the telephone and electric services, the town would increase the rates its citizens must pay for them.

Carrboro Alderman George Beswick said later that the approval of the tax assessment by the two towns and the county is an attempt to determine whether non-educational property of the University is taxable.

He said the only way to determine this is to tax the property, let the University appeal and then let the question be settled by the courts.

Jones voiced a similar understanding of the motion, saying, "We view it as an effort to get the question answered. It is a legal requirement they must go through to assess taxes."

Both Jones and Beswick said they think that the utility services would be ruled not taxable.

"The Constitution states that state property is not taxable," Jones said, "and the General Statutes state that all property of the University of North Carolina is not taxable."

Beswick said he thinks Banks' argument is a strong one and added, "We may just be creating a tempest in a teapot."