

Partly sunny  
High in mid-80s  
Wednesday: Cloudy  
High in mid-80s

# The Daily Tar Heel

Civil Liberties Forum  
with N.C. Legislature  
candidates  
7:30 p.m., Room 1, Law School

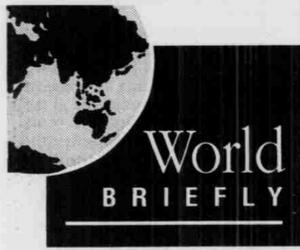
Serving the students and the University community since 1893

Volume 98, Issue 76

Tuesday, October 9, 1990

Chapel Hill, North Carolina

News/Sports/Arts  
Business/Advertising 962-0245  
962-1163



## Gorbachev speaks of economic reforms

MOSCOW — President Mikhail Gorbachev told high-ranking Communists on Monday that they must embrace a market economy or risk losing power and causing greater party discord. Speaking at the opening of a two-day Central Committee meeting, Gorbachev delivered one of his sternest warnings on reform. "All our previous ideology presented socialism as an antipode to the market and viewed the recognition of a market as an encroachment upon socialism," Gorbachev said, according to the state news agency Tass. "Yes, we are encroaching upon socialism, but only socialism that was built bureaucratically, under which the country veered off the path it embarked upon in 1917 (the year of the Bolshevik Revolution)," he said. Gorbachev, who also serves as the party's general secretary, said "the inertia of old thinking" is a "real danger to the party" if it hopes to regain the confidence of the people.

## Ruling Iraqis threaten retaliation after clash

BAGHDAD, Iraq — Iraq's ruling party on Monday threatened to retaliate after Israeli police shot and killed at least 19 Palestinians in a clash in Jerusalem. "This vicious crime will not go without retaliation, and the Arab nation is certainly capable to retaliate and it will," said Al-Thawra, the official newspaper of Iraq's Arab Baath Socialist Party. In an editorial for Tuesday's paper, obtained by The Associated Press on Monday, Al-Thawra described the killings as "a massacre that has been made possible with American aid and support to Israel."

"It will turn into a massive wave of indignation, which will take the pan-Arab struggle a step toward the liberation of Jerusalem and all other holy places and claim the Arab homeland from treachery and occupation," the editorial said. American doctors win Nobel Prize

STOCKHOLM, Sweden — Two American doctors won the Nobel Prize in medicine Monday for their work in transplanting human organs and bone marrow, revolutionary procedures that have saved thousands of lives over three decades. Joseph Murray, 71, who performed the first successful organ transplant — a kidney — and E. Donnall Thomas, 70, who pioneered bone marrow transplants to cure leukemia, will share the \$695,000 prize. Most Nobel Prizes in medicine have been awarded for basic research, not for clinical treatment.

"I really thought this work was too clinical to ever win the prize," Thomas said. He is affiliated with the Fred Hutchinson Cancer Research Center in Seattle, one of the world's major bone marrow transplant institutions. But in the case of transplants, the clinical treatment was a radical advance. "This was astonishing, to take one organ and move it to another person. It was science fiction 30 years ago," said Dr. Carl-Gustav Groth, a member of the Nobel Assembly at the Karolinska Institute, which awarded the prize. — From Associated Press reports

## INSIDE

- Grapes of Wrath  
Local group condemns Wellspring Grocery's choice of produce ..... 3
- Bargolf birthdays  
Chapel Hill bar scene a favorite for 21st-birthday celebrations ..... 4
- Love those linebackers!  
UNC linebackers making a name for UNC football defense ..... 5
- State and National ..... 2
- Local ..... 3
- Arts and Features ..... 4
- Sports ..... 5
- Classifieds ..... 6
- Comics ..... 7

# Hardin: no layoffs now despite cuts

By JENNIFER WING  
University Editor

Despite recommendations from some departments, Chancellor Paul Hardin said Monday that the University would not use layoffs to alleviate the recent 3.2 percent budget cuts.

But if state officials order additional unexpected budget cuts, layoffs will be necessary, Hardin said. Some Arts and Sciences departments stated in their cost-reduction proposals that 50 layoffs would be necessary to meet their target budgets.

Because so few layoffs were recommended by the departments, Hardin said he would not support discharging any employees at this time. The announcement was made after Hardin reviewed cost-reduction plans, which were made by University deans and department chairmen and chairwomen to prepare for the future cuts.

"I was immensely relieved to learn that the dimensions of the recommended layoffs were not large as compared to the overall budget of the University," Hardin said.

Paula Schubert, State Employees Association of North Carolina president, said employees covered by the State Personnel Act (SPA) applauded Hardin's decision.

"Personally all along, I have thought that the University was jumping the gun on the budget crisis," she said. "It has caused a lot of anxiety among the staff when the talk about layoffs has occurred so early."

But SPA employees will fight any future layoffs, she said.

"I think this (layoffs) is something

that should be shared throughout the University community, not just the burden worn on SPA employees."

Hardin said his concern for staff morale also stopped him from implementing layoffs.

"I care deeply about the morale problem on campus," he said. "I don't always feel so fat and sassy myself these days. I have a morale problem — we all do."

Ben Tuchi, vice chancellor for business and finance, said University departments were responsible for cutting

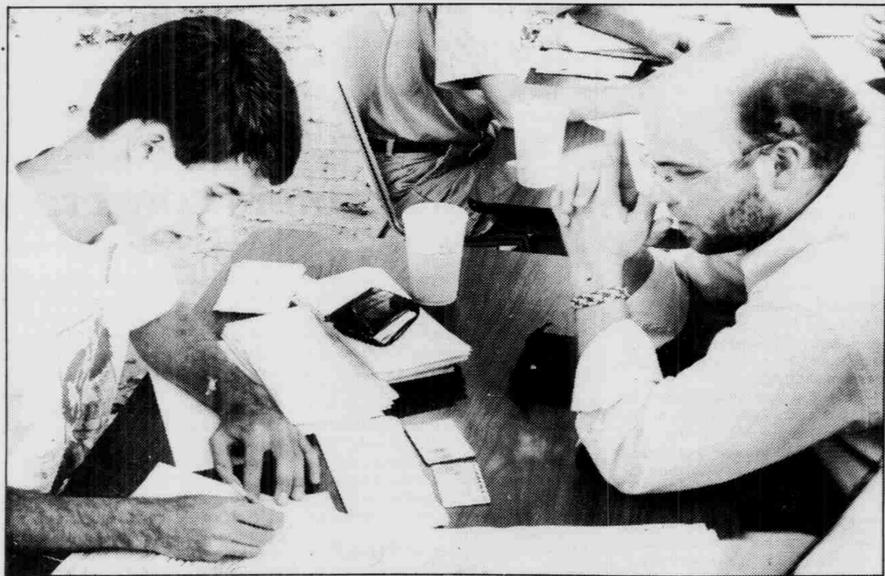
a total of about \$12 million. The University is saving \$7.3 million by not filling vacant positions, \$3.9 million in non-personnel items and \$660,000 in utility reductions.

Hardin said layoffs would have saved more than \$400,000.

Departments immediately will cut funding for equipment, travel, telephone costs and supplies, Hardin said.

Reductions in funding for the Bicentennial Observance, canceled

See LAYOFFS, page 2



## Last chance

Erik Ose, a sophomore from Bristol, R.I. registers Keith Pruitt, a Carrboro resident, to vote. Monday was the deadline to register to vote in the Nov. 6 election. See story, page 3.

DTH/Cheryl Kane

# Pizza Hut denied opportunity to bid on mini-pizza contract

By LEE WEEKS  
Staff Writer

Pizza Hut officials said Monday that Marriott Corp. did not send them a bid to sell mini-pizzas in Lenoir Dining Hall, but Marriott officials said local pizza businesses should have received bid information.

Marriott officials said they sent bids to all pizza businesses in the Chapel Hill telephone book.

Michael Thornbury, Pizza Hut restaurant area general manager, said if Pizza Hut had received a bid request,

the area office would have responded.

"If they (Marriott) had made an overture to our delivery store, then I would have seen some paper work in our Raleigh office," he said. "I'm reasonably confident that if anything like that had appeared, we would have been made aware of that."

Chris Derby, Carolina Dining Services director, said Domino's and Gumbys were the only two companies to return bid requests.

Thornbury said he was not the only administrator in the Pizza Hut area of-

vice that was unaware of a the Marriott bid process.

"I met with the regional manager, who also works out of the Triangle office, overseeing delivery and restaurant chains, and he had not seen or heard anything about a bid process with Marriott," Thornbury said.

Pizza Hut would not have ignored an opportunity to sell its product on campus, he said.

"Our presence on campus is not as

See PIZZA, page 7

# Employees call for grievance policy revisions

Gathering draws attention of campus

By STACEY KAPLAN  
Staff Writer

About 150 UNC employees and graduate students spent their lunch hour in front of South Building Monday to show support for changing the proposed revisions in the University grievance policy.

Many employees are concerned about the proposed policy changes and question its fairness.

Rosa Laney, an employee in the School of Public Health, said she attended the gathering to show her disapproval of the proposed policy. "They're trying to not let us have legal representation," she said.

Shirley Clements, an employee in the School of Public Health, said the changes would not benefit employees. "If it works, don't fix it," she said.

Paula Schubert, president of the State Employees Association of North Carolina, said members organized the gathering to give employees an opportunity to ask questions and offer suggestions about the policy.

Peter Schledorn, SEANC member, said the University now has one of the best grievance policies in the state. The proposed policy omits the good points, he said. "They threw the baby out with the bath water," he said. The main problem with the changes is the ambiguity in the language, Schledorn said.

Mary Edwards, a graduate school employee who attended the gathering, said the grievance policy should be fair, especially to people who have worked for the University for many years.

"Keith Edwards set a precedent and we fully support her," she said. Offi-

cer Keith Edwards of the University police has filed numerous grievances against the University, including one alleging that she was discriminated against because she was a black female.

Chancellor Paul Hardin arrived unexpectedly at the gathering to tell members that layoffs would be avoided, and that he supported discussing the proposed grievance policy.

"If there are ambiguities, we should take advantage of this time to resolve it," he said.

Sharon Mujica, an employee of the Institute of Latin American Studies, said the turnout was large because people were concerned about the security of their jobs.

"If everything is running smoothly, things are taken for granted," she said. "But when people feel threatened, they try to get more information."

Members of Graduate Students United also attended the gathering to show support for employees.

Joel Sipress, GSU co-chairman, said graduate students wanted to work with employees to create a better working environment at the University.

"It's important for everyone in the University to support the efforts of the staff," he said.

About 278 employees signed a petition at the gathering stating, "We support a fair and equitable procedure. We support SEANC's efforts on our behalf."

Barbara Coward of the State Personnel Commission said the commission was scheduled to review the policy Thursday, but postponed making a decision until December because some sections needed clarification.



DTH/Jonathan Grubbs

Chancellor Hardin talks with Gerry King at employee meeting

# Housing support employee files racial grievance

By THOMAS HEALY  
Senior Writer

An employee of the housing support department is proceeding with a racial discrimination grievance, adding to the list of complaints leveled against the department's upper-level management.

Bennie Griffin, campus maintenance supervisor, claims upper-level managers have stripped him of the supervisory powers he needs to perform his job, while a white supervisor at the same level has full powers.

The employee relations office upheld the grievance at Step Two of the University's grievance process, but did not find racial discrimination was the factor that denied Griffin his supervisory powers. Griffin is considering appealing the grievance to the Step Three level because no racial discrimination was found.

Griffin's attorney, Alan McSurely, said Monday that Griffin had been set up to fail at his job by not receiving the tools needed to properly supervise.

"What he is upset about, and rightly so, is that he is being set up," McSurely said. "He feels like he is being put in a position where he is destined to fail as a supervisor, and of course then people will say it is because he is black."

Griffin said Steve Stoddard, superintendent of housing support, and Dave Maynard, deputy superintendent of housing support, admitted to him that he was systematically stripped of his authority, but denied that race was a factor.

"But it's not so 'tematic,'" Griffin said. "That's a word they use to bypass the racial discrimination. I think that's a poor excuse."

"If it's systematic, then why would my counterpart, who is at the same pay grade as myself, why would he be in-

cluded in everything on his side?" he said.

One example of how his authority was circumvented was when Stoddard and Maynard did not consult him in determining performance-pay increases, Griffin said. Part of his job as a supervisor is to help decide who receives pay increases and how much they get, he said.

Stoddard refused to comment, and Maynard could not be reached for comment.

Dave Jordan, campus construction supervisor and the white counterpart referred to in Griffin's grievance, said he agreed Griffin was not given the same authority he was given.

"I have seen for some time they have not allowed him to be involved in the decision-making process," Jordan said.

It appears to be racial discrimination, he said. "I don't know what goes on in the minds of Steve Stoddard and Dave Maynard, but they have certainly not allowed him to do the things I do."

"What else could it be (other than racial discrimination)?" he said. "The man is very intelligent. He has a college background. I don't know why they don't let him do the job he was meant to do."

Jerry Quinn, maintenance mechanic, said he thought Griffin's authority was undercut by upper-level management. Griffin was told to sign Quinn's performance-pay evaluation even though he didn't agree with it, Quinn said.

On another occasion, Griffin issued Quinn a final written warning for not responding to a call-back, Quinn said. He learned later that Griffin did not initiate the warning and did not agree with it, he said.

See GRIEVANCE, page 7

# UNC officials await federal fund verdict

By LAURA WILLIAMS  
Staff Writer

UNC administrators are waiting for Capitol Hill to reach a decision that will prevent Gramm-Rudman legislation from cutting the University's federal funds next year.

The University will not be affected by the federal government's non-essential services shutdown if a budget agreement is reached soon, said Neal Berryman, University controller.

The University receives about \$125 million each year for federally sponsored programs.

Most administrators were confident that legislators would come up with a solution before the end of October that would halt the cuts mandated by the Gramm-Rudman Act, he said.

"I wouldn't expect (the shutdown) to affect us in the short run," Berryman said.

All contracts and grants will continue until their predesignated expiration. Because it is the middle of the month, no projects will be expiring soon, he said.

Wayne Jones, associate vice chancellor for business and finance, said the University could lose one-third of its federal funds next year if legislators did not reach a compromise.

The University would not feel the impact of the cuts for at least a year, as old grants terminate and no new grants are received, Jones said.

"If they can reach an agreement so they don't enact Gramm-Rudman, we

See BUDGET, page 4

I read the news today, oh boy. — John Lennon