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"They are afraid of a breach of confidentiality," she said. "I can see where there could be a (similar) problem with this also. There's kind of a mistrust of administration."

Grievance

SEANC members have suggested a third person who "has no stake in the process whatsoever" be involved in resolving grievances, she said. Committee members have not agreed with that suggestion.

A Physical Plant worker, who asked not to be identified for fear of retaliation, said employees' confidentiality had been breached in the past.

"If (the grievance is against) someone with legal experience, they can really bury that employee," he said. "If something happens, you can't cover it

Lewis said although employees did not always agree, he always had been fair when carrying out the grievance

Collin Rustin, director of the counseling service, could not be reached for comment.

Burnele Powell, chapter president of the American Association of University Professors, said the AAUP also had met mittee members to discuss the

prohibition of lawyers in the new proposal. Representation by lawyers should be an option that co-exists with the counseling service, he said.

"Any process associated with a great university such as this ought not to only be fair, but ought to appear fair," he said. "The employees who have grievances or employees who are in the least position to resolve disputes with the University will often be unfamiliar with technicalities of the system and the way

bureaucracies operate. "The management at this University is quite sophisticated and used to dealing (with grievances). Closer examination leads any reasonable person to conclude most employees involved in disputes do not bring the socio-economic muscle to the table that man-

agement brings to the table." Employees also have questioned if the idea to prohibit lawyers from the first three steps of the process was proposed by employees at open meetings held in December 1989 and April 1990 or by the grievance procedure review committee.

Ben Tuchi, committee chairman, said last week the idea originated in the meetings as well as discussions with

lawyers, officials at other universities and employees who were asked to respond to an original draft of the proce-

The December meetings were designed to get employees' opinions on problems in the present policy. The April meetings were held to give employees an opportunity to discuss the proposed procedure.

At each of the six December open meetings, two committee members served as panelists. Committee members contacted last week deferred all questions about the meetings to Tuchi.

Tuchi said he could not remember after which meeting the idea to prohibit lawyers was brought to the committee.

McCulloch said he was one of 30 people chosen to critique an original draft of the proposed policy. He said the document he received, which was dated March 23, prohibited lawyers from the first three steps of the procedure.

Jim Goldstein, a University accountant, said he attended part of each of the December meetings and no one suggested prohibiting lawyers while he was

McCulloch said he thought the meetings may not have been well-ad-

vertised.

"Their (committee members') offices are close," he said. "You say 'no wonder it went that way with the people that are on them."

The proposed policy was scheduled to be reviewed Oct. 4 by the State Per-

sonnel Commission. The commission deferred its decision until December and sent the proposed policy back to the University.

A series of meeting will be held this week to discuss the proposed policy. The meetings are:

■ Tonight, from 5:30 p.m. to 7 p.m.

in room 107 Berryhill Hall ■ Tuesday from noon to 1:30 p.m. in Toy Lounge, which is located in Dey

■ Wednesday from 7 a.m. to 8:30 a.m. in room 111 Murphey Hall

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Guide

the guide.

sic human right to a clean, safe and sustainable environment. Bower was twice nominated for the Nobel Peace Prize, and he is author of For Earth's Sake: The Life and Times of David

Another featured speaker is exiled Chinese student Li Lu, one of the leaders during the summer of 1989. He will discuss his role as a student activist and the violations perpetrated by the Chinese government at 8 p.m., Nov. 13 in

Hill Hall Auditorium.

Kim Dyson, a freshman from

"I thought it was a good overview for

Hickory, said the guide was too limited

the classes that were in there, but it

didn't have a whole lot of classes in

there, it just had a few," she said. "It

may have been too positive in its de-

She also said she thought the guide

"I don't think they should downplay any of the classes, but they could maybe say, 'Well, this is a class you'll have to pay closer attention to," Dyson said. Joe Matelis, a sophomore from Rockville, Md., agreed the guide con-

tained uniformly positive descriptions. This did not prevent him from con-

sulting the guide to choose his classes,

he said, although he did not know if it

"It happened to be helpful to me

911280770

HOUSE HIGHBALLS

99¢

Tonight

\$3.50 ALL SHOWS BEFORE6PN

5:00 ŘÍVÁĽŘÝ9:00

Nightly 7:30 • 9:45 (PG-13)

Memphis Belle

7:15 • 9:15 Nightly (PG-13)

7:00 • 9:00 Nightly (PG-13)

Sat & Sun Mat 2:30 • 4:45

2:15 · 4:15 Sat & Sun

2:00 · 4:30 Sat & Sun

SHOW TIMES FOR TODAY ONLY!

acob's Ladder 9:10

would be helpful to everyone.

THE SINGLE MOST MILLER'S

CROSSING

needs to cover more of the classes."

in its coverage of classes.

scriptions of courses.

Dr. Joseph Edozien, ruler of Nigeria and UNC professor, will give a talk sponsored by the Association of International Students. He will address human rights issues in his country in a speech at 5 p.m. on Nov. 14 in Union

Randall Robinson, executive direcin the uprising at Tiananmen Square tor of Trans-Africa, will give a keynote speech at 8 p.m. Nov. 14 in Memorial Hall, discussing U.S. involvement in

and sanctions against South Africa. Human Rights Week will begin in

front of the Old Well with the 14th

from page 1

because it talked a lot about the economics department and that's my major," Matelis said. "Some of the other departments were slighted, it seems to me. I did choose one of my Econ professors by what they said about him."

annual Footfalls 10K run on Nov. 12, followed by numerous activities throughout the week.

Panel discussions will cover such issues as racism on campus, the en- -dangered black male, civil rights in the ---'90s, discrimination in athlete drug testing and sexual assault.

Other activities will include slide presentations, Student Union movies about human rights violations, a read-athon in the Pit and workshops to educate students about human rights abuses happening around the world.

The principal purpose of human rights week is education, Whitney said.

"I'm hoping that from what students, faculty and staff learn, from what they see and hear during the week, they will not only listen and take it to heart, but also try to apply it to their lives and also apply it to the community," he said.

Side.

WELL, MOUSEKETEERS, THIS IS OUR CURTAIN CALL ... WE'RE STRIKING THE TENT, ROUNDING UP THE FREAKS AND SHUTTING DOWN THE "SIDE SHOW." IT'S TIME TO HEAD INTO THE SUNSET. HAPPY TRAILS!





PSST! WE COULDN'T AFFORD





Calvin and Hobbes



HI, LACEY, IT'S JOANIE HAVE YOU GIVEN ANY MORE THOUGHT

TO BEING A WRITE

IN CANDIDATE?

Doonesbury



WELL, YES, I

HAVE, DEAR. I SUP-POSE IF THERE'S NO

OTHER CANDIDATE, IT'D

BE IRRESPONSIBLE

TO RULE

ELECTEL



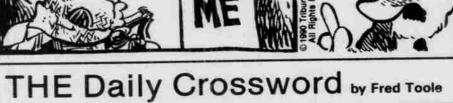
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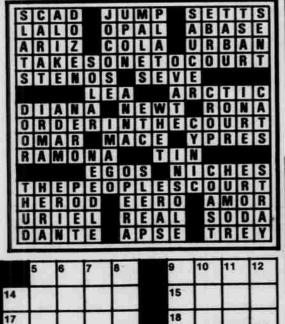
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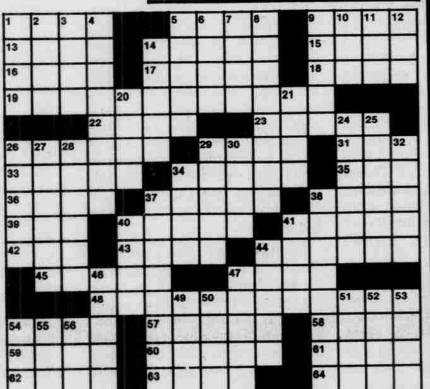
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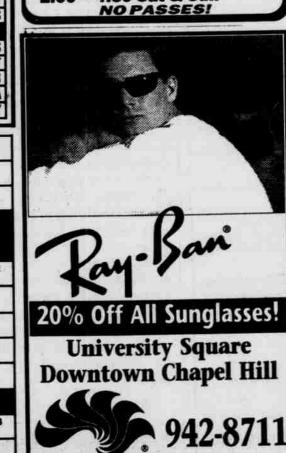
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- 53 Temple 54 Important period
- 55 Far from strict 56 Clinch







University Mon-Fri 10-6

OPTICIANS Saturday 10-2



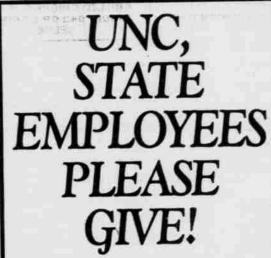
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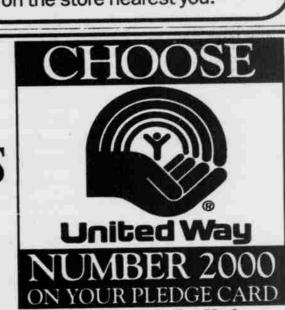
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9:45

THE HONEY BAKED HAM CO.

is in search of help during the holidays to fill our Sales Counter and Production positions. We have stores located in the following states: Alabama, Arkansas, Colorado, Florida, Georgia, Louisiana, Mississippi, Missouri, Nevada, North and South Carolina, Tennessee and Utah. Please check the white pages for information on the store nearest you.





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UNC BASKETBALL TICKETS

BLUE-WHITE GAME

Student tickets are now available for the Blue-White basketball game. The game will be played in the Smith Center Saturday, November 10th at 4:30 pm.

HOW TO GET YOUR TICKETS:

Present your picture I.D., registration card and athletic pass at the Smith Center Box Office between 8:00 am and 5:00 pm. Students may also purchase guest tickets for \$7.00 in addition to their complimentary student tickets.

BLOCK SEATING AVAILABLE:

Student groups of 50 or more are welcome to send a representative to the Ticket Office with the group's athletic passes for block seating.

Hardees



99¢ Oversize copies in black & white up to 24"x36".