| "They are afraid of a breach of conidentiality," she said. "I can see where there could be a (similar) problem with this also. There's kind of a mistrust of administration." <br> 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. <br> A Physical Plant worker, who asked not to be identified for fear of retaliation, said employees' confidentiality had been breached in the past. <br> 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 up." <br> Lewis said although employees did not always agree, he always had been fair when carrying out the grievance process. <br> Collin Rustin, director of the counseling service, could not be reached for comment. <br> Burnele Powell, chapter president of the American Association of University Professors, said the AAUP also had met with imittee 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. <br> "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. <br> "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 management brings to the table.' <br> Employees also have questioned if the idea to prohibit lawyers from the first three steps of the process was proposed by employees at open meet1990 or by the grievance procedure review committee. <br> Ben Tuchi, committee chairman, said last week the idea originated in the meetings as well as discussions with |
| :---: | :---: |

## Side.



Calvin and Hobbes


Doonesbury


Shoe


THE Daily Crossword by fred Toole

```
- 1990 Tribune Modia Senices, Inc.
Afl Rignts Reserved
```


## 

ACROSS


$\qquad$

แఱ๗๙న్๙

6 Inexpensive
7
Arteries Inexpensive
Arteries
Most wily
Shabby Arent wily
Most why
Sraby
Unrever
Unrenting
 pater
patance
Sutantance ᄃ
응
0
0 = ion

 53 Temple 54 Important 55 Far from s
56 Clinch


UNC BASKETBALL TICKETS BLUE-WHITE GAME
Student tickets are now available for the Blue-White basketbal game. The game will be played in the Smith Center Saturday. November 10th at 4:30 pm. HOW TO GEI YOUR TICKETS: Present your pourture l.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 comp mentary student tickets. BLOCK SEATING AVAILABLE: Student groups of 50 or more are welcome to send a represe
to the Ticket Office with the group's athletic passes for block to the lick
seating.

Hardeés


