

# Opinions

## ...Health policy questioned

(Continued from page 2A)  
 from the half hour indoctrination session given to the subordinates.  
 How to handle resistance employees was dealt with quite tactfully.

"Avoid talking to the employee about personal problems. Discuss the Employees' Assistance Program." "Don't ask Why." This allows for a variety of excuses or alibis," reads the supervisors' manual. "But remember, EAP is for your benefit."

There are three levels to the program:

1. An employee may voluntarily enlist the services of Mental Health -- (which he may do without EAP).
2. A supervisor may suggest to an employee that he/she needs assistance -- (which he may do without EAP).
3. Any supervisor may refer an employee to EAP for any reason or variety of reasons listed in the supervisors' manual.

I see nothing objectionable about levels 1 and 2 other than the fact that if our kind and generous administration and board wanted to give the employees something, first of all, why didn't they consult the employees as to what they would prefer?

And second, we would benefit a great deal more from dental insurance or a restoration of at least our \$100 "supplement" which was done away with three years ago.

Two years ago they gave us employee's liability insurance which most of us have through our professional organization. Could that have been a measure to undermine membership in an organization which assists employees with, among other things, unfair treatment from administrators?

Level 3 of this program is where the trouble begins. At this point supervisors may use the program detrimentally towards an employee's career although Dr. Nelson, at a special meeting, assured us that this would most definitely never happen. The program has only been in operation one month, and employees have

already been referred for various reasons.

Criteria for referral include excessive trips to the water fountain, constant complaining, insubordination and excessive absences.

How many trips to the water fountain are considered excessive? What provokes an employee, particularly one with as much education and/or knowledge as his supervisor to be "insubordinate"?

Who determines what insubordination is? And how many employees does it take to refer a supervisor?

Once the referral and appointment are made, the employee has the choice of going or not.

If he goes and does not "improve" or if he refuses to go and does not improve, he is eligible for whatever action the administration and/or the board decide to take.

This gives the administration the out of saying that every possible channel had been sought to assist said employee to improve his performance.

Burlington Industries did away with this program about a year ago because of displeasure from employees.

The North Carolina Association of Educators (NCAE) foresees problems with the policy as it has been implemented. At a recent NCAE conference, members from all over the state could not believe that our administration has so much control over its teachers that it can institute a program such as this without the slightest bit of protest from the teachers or other employees.

At the indoctrination session Dr. McBryde mentioned three counties that he said had similar programs, one of which was Wake.

John Wilson, former NCAE President and teacher in Wake County, said that Wake County does not have this program.

The response from teachers from other units in North Carolina was, "Hoke County -- remind me, never to teach there!" "But remember this program is for your benefit."

Naomi Johnson

## Justice system raises questions

To the Editor:  
 I guess all 230 million Americans should cry all from now on if there is not enough cases for all the new lawyers.

Forget justice, but put those lawyers to work.

What about some of these appeals in the Hutchins case?

Standard court procedure can be challenged in any court.

I thought only the Legislature and Congress could make laws.

I think some relief from such frivolous appeals must be made.

Such appeals are a corruption of office.

Suits by lawyers to define frivolous should be thrown out of court as frivolous.

If they didn't learn in law school what frivolous is, disbar them.

I have yet to see why all judges seem obligated to treat even a belch by anyone with a legal degree as a profound idea.

Bill McPhail

## Clean teeth get support

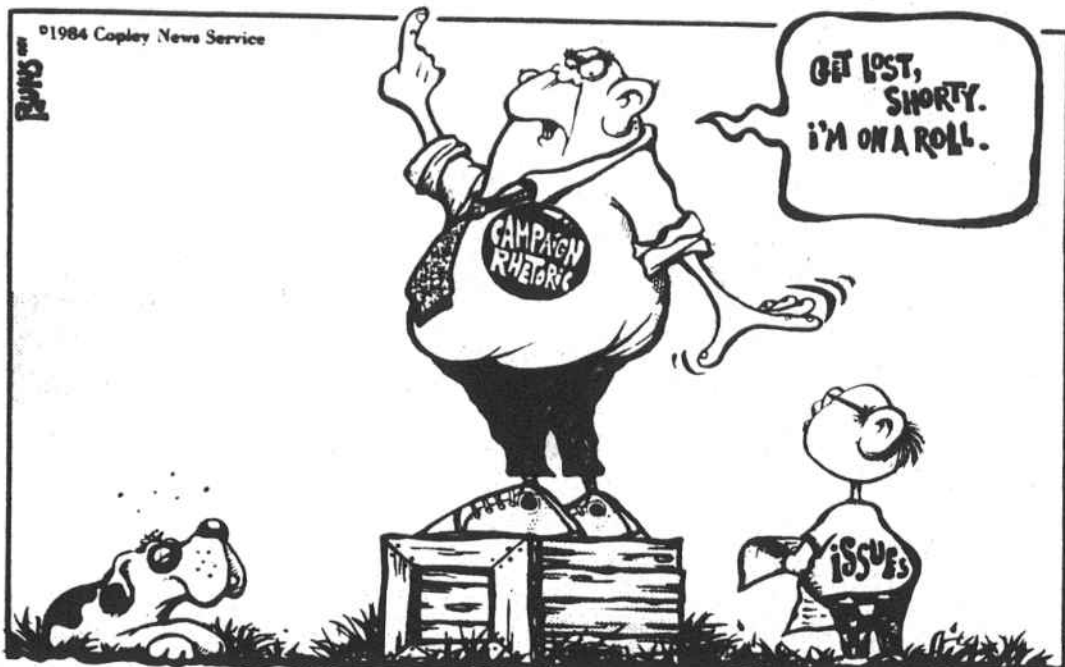
To the Editor:  
 Everyone knows this is the last of dental health week.

We want to keep your teeth clean and white, so let's get dental and keep our teeth clean.

Angela McFayden  
 5th Grade  
 J.W. Turlington School

## Letters Policy

Letters to the editor are encouraged and welcomed. Writers should keep letters as short as possible. Names, addresses and telephone numbers should be included and all letters must be signed. Names will be printed, however, other information will be kept confidential. We reserve the right to edit letters for good taste and brevity. Letters should be received by The News-Journal by noon on the Monday of the publication week.



## Hope of balanced budget dim

By Cliff Blue  
**REAGAN** -- From Reagan's announcement and his address to Congress in recent days, it seems that there will be no balanced budget during the next four years if the President is re-elected! Also, after listening to Mondale, it doesn't appear that Mondale would do any better in bringing about a balanced budget in the foreseeable future.

When Reagan was running for president back in 1976, the former California governor led people to believe that, if elected, he would get the nation on a balanced budget, at least during the fourth year of his administration. It appears that Reagan will lead the nation into the greatest peace time spending since the nation was founded following the revolutionary war back in George Washington's day and time.

**MILITARY SPENDING** -- For those of us who heard or read the President's message, we are sadly convinced that the national debt

## People and Issues

will continue to rise by the millions during his second year in the White House, without any let-up!

**A TAR HEEL IN SALUDA** -- On the front page of the *Wall Street Journal* that continued into half a column on an inside page, a 78-year old telephone company owner, president and former mayor was featured on Friday, February 3, 1984. Edwin Leland, Telephone Company owner, president, repairman and former mayor of the Town of Saluda was the subject of the top financial newspaper in the United States. On this occasion the old gentleman and his son were doing some repairs on lines that fell during a windstorm several days back and, aside from the weather, it is a fairly routine task.

Working quickly, he is able to attach the line, climb down and head off to his next job, he says. "The main job is keeping the

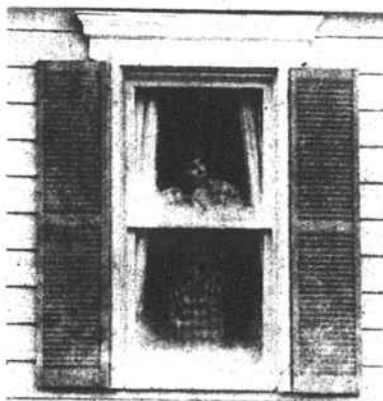
customers satisfied," as he drives away in his pickup truck.

Mr. Leland's company, servicing just 1,480 phones in a county with a population of 12,000 is among the last of a dying species -- the family-owned telephone company.

As a former mayor himself and as an officer in Saluda's civic clubs, Mr. Leland is a familiar figure around town. When he isn't dealing with telephone business, he can be found having coffee in the local lunchroom, wandering along Main Street greeting old friends, and generally living the life of an ordinary citizen.

"Mr. Leland has handled his problems before. He recalls installing 80 lines of automatic equipment in time for Christmas in 1945. "On Christmas day came a terrible storm, and we spent the next three days pulling lines out of the roads," he says. "We've met every condition that's come along so far," he says. "There's no reason we can't meet this one."

# HOW YOU CAN STOP YOUR HEATING DOLLARS FROM GOING OUT THE WINDOW.



Up to 16% of the heating you pay for could be going out your windows and doors because of surfaces exposed to the weather.

So, if you're searching for a way to save energy, installing storm windows and doors is worth considering. And, if you need to borrow the money, so is a trip to Carolina Power & Light.

We'll loan you up to \$600 at just 6% interest for attic or floor insulation, for storm windows and doors, or for other energy improvements.

Improvements that can help make any home more energy efficient from top to bottom.

For more details, call CP&L. We can help shut the door, and windows, on wasted energy.

## CP&L 6% HOME ENERGY LOANS.

To qualify you must be a CP&L residential customer with electric heat or whole-house cooling

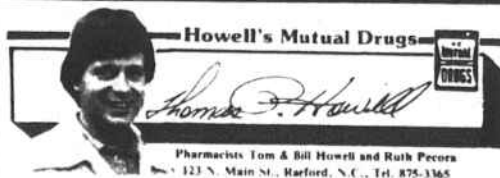
## NOTICE

**FOR SALE: County of Hoke Surplus Property - The County of Hoke will accept sealed bids for the following surplus property until 10:00 a.m., March 5, 1984. Bids will be publicly opened and read in the Pratt Building Conference Room, 227 N. Main Street, Raeford, NC, at that time.**

- Eleven (11) four-yard and four (4) six-yard used front loading solid waste containers.
- Timber - approximately 3 ± acres longleaf pine

The containers and timber may be inspected at the Hoke County Landfill at any time during regular operating hours. Please report to the Landfill Office for directions.

Sealed bids should indicate on the outside of the envelope the Name of the Bidder and either Container Bid or Timber Bid, and may be mailed to: The County of Hoke, P.O. Box 266, Raeford, NC or delivered to the County Manager's Office at 227 N. Main Street, Raeford, NC. Any questions should be directed to James Martin at 875-8751.



## Three steps to healthy skin

Your skin is a living, breathing organ. It benefits from the right stimulation. But the stresses of central heating and harsh winds and weather take their toll.

You can keep your skin toned and youthful this winter with a simple three-step program: hydrotherapy (alternate hot/cold showering), exercise (30 minute three times a week), and exfoliation (five minutes of gentle skin brushing with a long handled, natural bristle body brush).

Finally, select a good body lotion from the body products available in our pharmacy. Enjoy good skin health this winter.

COMPARE OUR PRICES ANYWHERE!  
 NO PURCHASE NECESSARY FOR A SMILE!

**HOWELL MUTUAL DRUG**  
 PHONE 875-3365 - RAEFORD, N.C.

Professional Health Care Services At Reasonable Prices  
 Our Continuous Staff Functions Over 100 Years Of Experience  
**QUALITY + SAVINGS + SERVICE**