



Intercom

duke university medical center

VOLUME 17, NUMBER 4

APRIL, 1970

DURHAM, NORTH CAROLINA

\$2 Minimum Wage Begins July 1

Raises Planned for Other Employes Too

Permanent Duke employes with one year's service or more will be covered by a \$2 per hour minimum wage beginning July 1.

Announcement of the planned rate hike came March 19.

The new rate represents a 20-cent per hour increase from the current \$1.80-minimum. In addition to the raise for employes presently making \$1.80 per hour, increases will also be made in other job classifications.

According to the new scale, new employes covered by minimum wage will start at \$1.80 per hour, receiving three advances during their first year to reach the \$2 minimum by the first anniversary of their employment.

Duke increased its minimum to \$1.45 in May, 1968, with the promise that it would go to \$1.60 by July 1, 1969. Instead, the University raised its minimum earlier to \$1.60 in October, 1968. Last July, the lowest hiring rate was raised to \$1.66 with increases to \$1.80 for new employes within their first year of employment.

Two other major developments have contributed materially to improved working conditions for Duke employes during this period. One was a liberalization of fringe benefits and the second was the creation of the Duke University Employees Council through which the employes have a voice in matters which directly affect their employment.

Commenting on the forthcoming wage hikes, Charles B. Huestis, vice president for business and finance, said: "Last year Duke University concentrated on improving the working conditions of its

non-academic employes by adding significantly to the fringe benefits package and by meeting competition at the minimum wage level. Many of these improvements have been accomplished through the work of the Employee Council and the University Personnel Policy Committee in an air of cooperation and understanding between the university and its non-academic employes.

"As a major university," Huestis continued, "Duke feels a strong obligation to make working conditions for its faculty, staff and non-academic employes a rewarding experience, realizing that this also will inure to the benefit of the students who study here. It is our determination to continually meet

this obligation as forthrightly as sound fiscal planning will permit."

During the past year Duke established three-week vacations for all employes with more than four years of service and four-week vacations for those with more than nine years of service; increased hospitalization benefits; liberalized policies concerning overtime, funeral leave and voting time; and increased its number of paid holidays from five to eight. A ninth holiday has been approved, effective in 1970.

The University also has adopted written policies covering grievance procedures and fair employment practices, and has established a training program to help employes qualify for higher paying jobs.

Miss Minniear to Assume Position As Director of Nursing Services



MISS WILMA MINNIEAR

Duke Hospital will have a new director of nursing services July 1.

She is Miss Wilma Minniear, an associate professor in the School of Nursing since 1964. Her appointment was announced by Dr. Stuart M. Sessoms, director of the hospital.

Miss Minniear succeeds Mrs. Verna Sticht, former assistant director of nursing services who has served as acting director for most of the past year.

In commenting on her responsibilities, Miss Minniear said she believed that "the patients served at Duke Hospital have the right to expect that all personnel will serve them competently and courteously. The nursing staff is responsible for a significant portion of the direct personal services received by patients, and therefore, have a crucial role in the day-to-day delivery of patient care."

(continued on page seven)