

Clement Cites Need For More Sophistication In Business

Citing a need for larger and more sophisticated minority businesses, William A. Clement, Jr., reminded Durham citizens that Durham is supposed to be the home of black capitalism. Using the old adage "if it's good enough for GM, then it's good enough for this country," Clement pointed out that it will require a

change of strategy in order to gain economic parity for blacks. His remarks came at the annual Durham Business and Professional Chain Banquet, before a packed house at the Durham Civic Center last Thursday.

"The question of the '60's was 'will you please serve me a hamburger,'

said Clement in a voice reminiscent of great speakers of the past. "The question now is 'what is the price of this hamburger', and as we enter the next decade we want a piece of the action". His questions were leading to an early climax, or at least so many thought, but the son of the retired Executive Vice-

President of North Carolina Mutual kept the crowd on edge. "The question today is 'Is this hamburger stand for sale?'"

He had now aroused the interest of, at least, everybody packed into the Civic Center. He spoke of the new \$10 million Small Business Administration Program to assist minority businesses toward the achievement of economic parity, and also of why it was needed: There were two runners in the distance who were to compete in a race — one was of a darker hue. Upon closer inspection, it was noticed that the darker one had chains on his legs but was still expected to run. About 300 years later, it was decided that that wasn't fair so they took the chains off and said everything will be alright. In the meantime, the other runner had gone so far down the road.....

Clement also spoke of opportunity as he urged the people present to continue to strive in their business interests, and that when one of the black businesses finally makes it onto the floor of the New York Stock Exchange, we will have achieved economic parity.

Governor's Youth Conference Slated to Meet May 18-20

If you are between the ages of 14 and 19 and live in Durham County, you may be among 450 youth to participate in the Governor's Youth Conference to be held May 18-20 at Meredith College in Raleigh.

"The purpose of the conference is to give youth and adults who work with youth an opportunity to express concerns about government and problems of young people and to recommend solutions," said Governor Hunt.

The conference participants will attend workshop session on youth employment, adolescent sexuality, discrimination, recreation and community education.

All North Carolina youth from age 14 to 19 are urged to register for the conference. Participants will be randomly selected from those who register in an effort to obtain a cross-section of the youth population in North Carolina.

The registration fee for youth attending the conference is \$10.00 per

The fee for adults who work with youth is \$25.00. About 150 adults will be accepted for participation. The fee covers lodging for two nights in Meredith College dormitories, five meals beginning with Friday dinner through Sunday breakfast, and all conference sessions.

For registration materials or more information, contact the Youth Involvement Office, N.C. Department of Administration, 112 West Lane Street, Suite 115, Howard Building, Raleigh, N.C. 27611 or call 919/633-5966.



WILLIAM A. CLEMENT, JR., AT PRESS CONFERENCE THURSDAY

Union Endorsement Loses At Duke Hospital Again

A Drive to unionize workers at Duke Hospital failed a second time Friday February 16 at the hands of administrative secretaries, laboratory technicians, and secretaries. The vote was 995 against union representation and 761 in favor. There were 251 challenge votes in the election supervised by the National Labor Relations Board. In a 1976 election, the union lost by 42 votes. Many observers say that lower paid service workers, who are predominantly black, voted to support the union.

Several poll watchers have indicated that the challenge votes were made by workers who were unsympathetic to the union drive. However, unofficial claims are mounting that

workers who were sympathetic to the union drive were harassed and intimidated by supervisors, and generally prohibited from casting challenge ballots. Challenge ballots were generally provided for employees who are not designated a part of the bargaining unit as a means of challenging their exclusion.

The last few days of the election boiled down to a barrage of leaflets, new accounts, charges and counter charges, and one-to-one rap sessions between union supporters and workers and managers and workers. Backing up Duke's supervisor's are a prestigious union busting firm, Modern Management Methods. The firm was employed at reportedly in excess of \$600 per day.

During the campaign

each side claimed to present the facts. The American Federation of State County and Municipal Employees Union (AFSCME) backed Hospital Organizing Committee claimed that a "yes" vote for the union would likely increase wages, improve work conditions, and establish a fair grievance procedure. By improving employee morale, union backers said hospital services would improve.

But that line of thinking was rejected by the more than 1000 administrative secretaries, and technicians and the National Labor Relations Board lumped into the bargaining unit with the service workers at Duke's insistence.

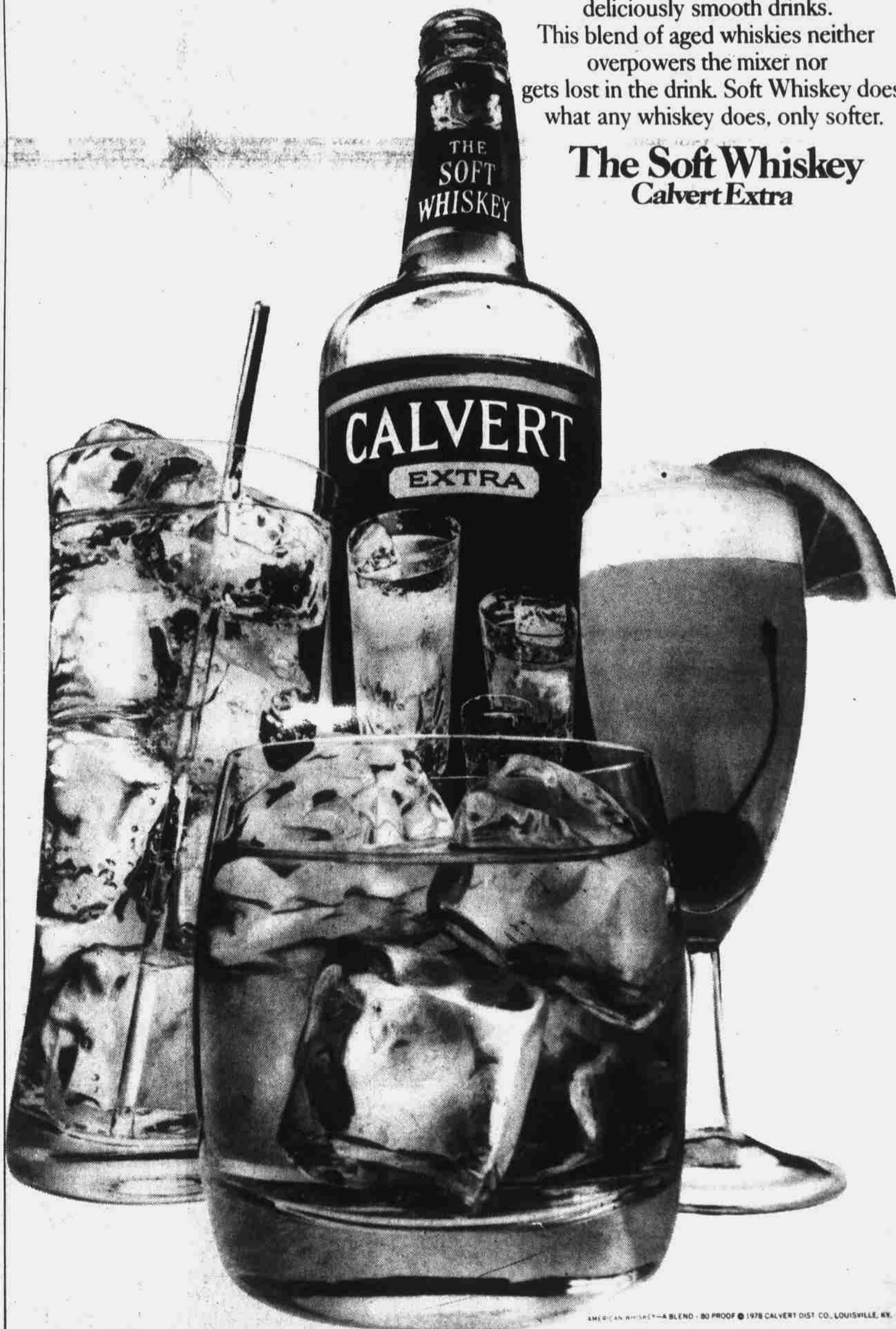
Duke University Medical Center (DUMC) managers led by Richard Jackson,

director of personnel, appealed to workers that possible loss of wages to employees through strikes, and decrease in health care in the hospital would happen if the union was voted in. Jackson also said if employees did strike, DUMC could replace strikers with non-union labor.

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City Mgr.

[Continued From Page 1] negotiating with public employees by state law.

Morris then contacted City Manager Dean Hunter to get him to come out and talk to sanitation workers. His efforts drew a sharp response from Pickett.

Morris said that he had called City Manager Dean Hunter several times and each time was told by a receptionist that Hunter was not available. Then two weeks ago, Morris left a message at Hunter's office that unless Hunter met with sanitation workers on or before February 5, the workers would not go out on their trucks.

As the drivers refused to go to their trucks that morning, Morris got a copy of a memo Pickett dispatched to Bob Mitchell. Pickett ordered that Morris not call the City Manager any more.

"Please notify John Morris that he is to refrain immediately from calling the City Manager's office to speak to the City Manager," Pickett's response read.

Hunter told THE CAROLINA TIMES that he will meet with any city employees, but that has to be done in accordance with the grievance procedure, indicating that the procedure wasn't followed in the case of the sanitation workers.

Morris again called Hunter's office, trying to arrange a meeting with sanitation employees and the city's top administrator. Then, on February 16, Morris was informed by a letter from Pickett that he was fired immediately with the concurrence of City Manager Dean Hunter.

Morris replied that he had filed a grievance on behalf of the sanitation workers in November, and in doing so had been suspended for two days.

Sixty-two days later, he said, the grievance reached the City Manager, who didn't give it just consideration. Morris said sanitation workers collectively wanted to meet with Hunter without waiting another 62 days.

The letter listed "continued insubordination, corruptive conduct, and rebellious attitude toward

your supervisor," mentioning an incident on February 15 in which Morris was accused of being insubordinate to Daniel Epps and Bob Mitchell. Morris said he had left a New Testament in his truck, an infraction of the rules committed by several drivers, but he was the only person reprimanded.

"Bob Mitchell refused to talk with me about it," Morris said. "Every time I get in an argument with Mitchell, he gives me a reprimand. He doesn't like for a black man to tell him nothing, especially when the black man is telling the truth."

The letter acknowledges further that Morris was seen as a threat to the City, keeping sanitation workers at present conditions.

"Further you continually disrupt the workforce at sanitation, attempting to have things done your way rather than as stipulated by divisional and departmental policy," the letter stated.

Worker dissatisfaction within the sanitation division is at an all-time high, according to some managers within the division. City Manager Hunter doesn't think so however, claiming that "workers are very well satisfied."

Last November, ninety per cent of the sanitation staff signed a petition asking the dismissal of Bob Mitch-

ell. Hunter acknowledges receiving the petition, but it was without substantial grounds.

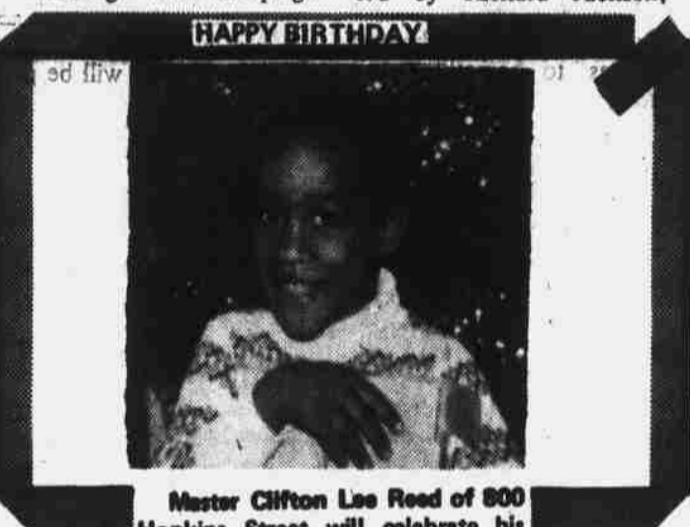
"You know that you and I can go out in the street and get people to sign almost anything," Hunter replied.

Roger Cameron, a sanitation worker for eight years recently commented that "things have been getting pretty rough since the man (Mitchell) has been here." Cameron is a truck driver who complains about a recent rule prohibiting truck drivers from assisting with garbage handling. That ruling, he claims, would extend the time required to complete pick-ups. The rule was imposed after workers asked to meet with city manager Dean Hunter.

Sanitation workers are paid for ten hours a day, but are allowed to leave when their route is finished. This arrangement is called an incentive plan which eliminates lunch and other breaks. Since Mitchell's new rule, the men say they have to work longer hours for the same pay.

Pickett denies that under the new rule, completion of garbage collection will take longer but he admits that he has not surveyed collection to determine if collection time is increased.

Pickett said the rule was changed because drivers were beginning to get injured lifting heavy containers.



Master Clifton Lee Reed of 800 Hopkins Street will celebrate his fourth birthday anniversary on February 20. He is the son of Miss Curleen Reed and Lee Dell Johnson Jr. His maternal grandmother is Miss Flossie Reed and his paternal grandparents are Mrs. Gloria Cooper and Lee Dell Johnson, all of Durham. Clifton is a pupil at Triangle Day Care Center.