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Monday, December 21, 1978

CHARLOTTE NORTH CAROLINA-Thursday, December 21, 1978

NLRB Upholds AII Decision:

Holds Stevens Guilty Of

"Bad Faith" Bargaining

WASHINGTON-The National Labor Relations Board has affirmed the decision of an NLRB Administrative Law Judge holding the J.P. Stevens Company guilty of bad-faith bargaining in negotiations with its employees at its Roanoke Rapids, N.C. plants. The decision, handed down on December 21, 1977, by AII Bernard Ries, held that the company violated the National Labor Relations Act by engaging in "bad faith" bargaining and using the delays in the collective bargaining process at the Roanoke Rapids plants "to chill the ardor or employees" supporting the union at other Stevens plants.

In affirming Judge Ries's decision, the Board found that the company had violated the act by "keeping the union in the dark regarding informat-

ion necessary and relevant for the purposes of collective benefit in" and timing the announcement or implementation of corporatewide benefit programs "to preclude any meaningful negotiations" concerning the Roanoke Rapids workers.

"Respondent's (Stevens) bargaining strategy thus confronted the union with a 'Hobson's choice'-either accept or reject unilaterally predetermined modifications in benefit programs. The record in this case clearly demonstrates that this tactic was a most effective means of undermining the collective bargaining process and denigrating the union's status as collective bargaining agent."

Ruling that these violations "go to the very heart of the

Act and our national policy, we deem it necessary, in agreement with the (NLRB) General Counsel, to impose an additional remedy directed specifically at this conduct."

Going further that Judge Ries's original order, the Board ruled:

"We will require Respondent to notify the union promptly of any decision to announce or institute systemwide changes in employee benefits; to produce upon request all information relevant thereto for purposes of collective bargaining, prior to announcement or implementation of such changes in benefits on a companywide basis; and to afford the union an opportunity to negotiate regarding similar or identical changes at the Roanoke Rapids plants."

The Board ruling was hailed by the Amalgamated Clothing and Textile Workers Union as "a clear demonstration that the J.P. Stevens Company has repeatedly violated the laws of the land in its ruthless campaign to prevent workers from joining our union and enjoying the benefits of collective bargaining. It also emphasizes that as long as the company is guilty of such tactics, free and fair elections among Stevens' workers cannot be held, since as the Board has held, these tactics 'undermine the collective bargaining process and denigrate the union's status as collective bargaining agent.'"

Judge Ries's ruling recommended extending a Second Circuit Court of Appeals decision on granting across to the workers and to company bulletin boards and non-work areas to all Stevens workers throughout the United States, other than in the Carolinas, which he held was covered by that decision. In affirming Ries's ruling, the Board has recommended that when its ruling becomes operable, the Carolinas also be included, thereby extending the scope and the duration of the court's remedies.

The union won a representation election among Stevens workers in 1974. Since then, according to Judge Ries's decision, and now upheld by the Board, Stevens "bargained with the union in bad faith and without any intention of concluding a collective bargaining agreement" in violation of the National Labor Relations Act.

"The record as a whole indicates that Stevens approached these negotiations with all the tractability and openmindedness of Sherman at the outskirts of Atlanta," Judge Ries said.

The remedies recommended by Judge Ries included payment by Stevens of costs incurred by the union and the NLRB in the hearings and incurred by the union during the collective bargaining sessions which led to the "bad faith" finding.



ALLURING TREANDRA OSBORNE
...Independence High sophomore

Treandra Osborne

Is Beauty Of Week

by Sherleen McKoy
Post Staff Writer

Treandra Osborne, a sophomore at Independence High School, is the Post's beauty for this week.

Her future aspiration is to matriculate at a nursing school to become an RN or to delve into the field of fashion, merchandising.

Somewhat athletically-inclined, Treandra plays volleyball for her school. "I like volleyball a lot," she said. "We had an okay season-it was half and half. I'm very grateful to our coach, Mrs. Mary Artis, for her dedication to the team."

Treandra also plays basketball sometimes for Mint Hill and likes to jog a lot.

Listening to music, socializing with friends and reading a good poetry book are favorite pastimes for Treandra. "I love poetry," she explained, "I don't know why-it's just the way it's written I guess."

She also likes all kinds of

dances. Her favorite person is actress Cicely Tyson. "I like the way she plays her parts, Treandra said.

When asked whether she likes school, Treandra released a reluctant "yes. It keeps me busy," she stated. Her most well-liked subjects are math and English. She dislikes biology and certain periods and subjects in history. However, they have begun to study the diverse religious of the world which have captured her interest.

Treandra is a member of the Red Cross Club at Independence; she sings on the Gospel Choir of Red Branch Baptist Church in Mint Hill and is a member of Logan Chapel CME Church. She describes herself as a person who learns to accept things as they come, likes to smile a lot ("but don't get me mad"), always willing to help others, respects others without regard to color and is very fond of old people. "I love old people," she remarked.

In reflecting on the most important lesson she has ever learned in her entire 15 years, Treandra remarked, "I cannot love God without loving my brothers and sisters."

Christmas is a very special time of the year for Treandra. "It is a time to give thanks, to be with my family and to show them how much I appreciate them," she said. On the lighter side, it means "vacation away from school."

The only daughter and the oldest of three children, Treandra and her brothers live with their grandfather, Mr. Authur Sylvester Osborne.

FROM ALL OF US
TO EACH OF YOU
BEST WISHES FOR A

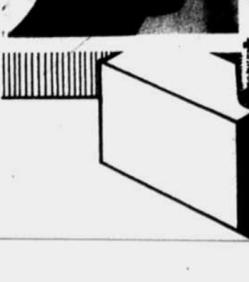
Merry
Christmas
And A
Happy
New Year!



Bill Johnson
Bob Johnson
Bernard Reeves
Hank Alaksa
Shirley Harvey
ShaRon Johnson

Hoyle Martin Sr.
Dannette Gaither
Susan Ellsworth
Sherleen McKoy
Charlean Little

Eugene Pharr
Chase Vance
Eileen Hanson
Brenda Kennedy
Joyce McDonald



Merry
Christmas
Thanks for
your generous
support and
consideration.
Merry Christmas!

Black Press Workshop To Focus On Circulation

WASHINGTON (NNPA) - All aspects of newspaper circulation building and advertising salesmanship will be the focus of the Annual Mid-Winter Workshop of the National Newspaper Publishers Association - the Black Press of America - meeting in Memphis, January 17-20.

Announcement of the Workshop program plans was made this week by John H. Sengstacke, president of NNPA, and editor-publisher of the Chicago Daily Defender, New Pittsburgh Courier and eight other papers in his chain.

He pointed out that John L. Procope, first vice president of NNPA and publisher of the New York Amsterdam News, is the program chairman and is developing discussion plans and other agenda activities for the Workshop.

Sengstacke said that Procope has succeeded in getting two specialists to lead the

workshop and advertising discussions. They are: Daniel Orr, president of the International Circulation Managers Association and circulation director of the Boston Globe, and Arthur Segall, Sr., manager of general advertising of two leading mid-South newspapers - the Memphis Commercial Appeal and the Press Scimitar.

These experts will be joined by panels of Black Press publishers and advertising executives in discussing circulation and advertising over a two-day period. Procope has submitted to the experts a list of questions relating to the special problems of the Black Press so that they may speak more specifically to them.

The Workshop will be held in the beautiful new Hyatt Regency Memphis. A tour of the city is scheduled for the first afternoon, said Sengstacke. It will cover the Lor-

raine Hotel where Dr. Martin Luther King, Jr., was assassinated, Beale Street where a statue of Blues King W.C.

Handy stands, LeMoine College and the area where Mrs. Ida B. Wells Barnett's Free Speech and Headlight plant

was burned to the ground by a mob in 1892 because she protested the lynching of four blacks.

Mitchell Praises Navy's Reimbursement

Special To The Post
Congressman Parren J. Mitchell (D-7th Md.) announced last week, that 91 small businesses, many of them minority firms, will be reimbursed by the U.S. Navy for losses they sustained in furtherance of the Navy's Minority Recruitment Program. The losses occurred because of the failure of John F. Small, Inc., the subcontractor, who held the Navy's basic ordering agreement for the advertising materials and services.

The total reimbursement to all of the small businesses is \$515,463.94. Among the firms receiving the largest reimbursements are: Essence Magazine, Encore Magazine,



Parren Mitchell
(D-7th Md.) congressman
Black Enterprise and Amalgamated Publishers, Inc.
The Assistant Secretary for the Navy, Edward Hildaigo notified Congressman

Mitchell of the decision on Monday, December 4. The decision to reimburse followed a long period of time and effort in the study and resolution of the problem.

The proceedings and findings of fact were conducted by the Navy Contract Adjustment Board.

Mitchell praised the action taken by Secretary Hildaigo. "It is this kind of sympathetic responsiveness which does much to destroy the negative image of government bureaucracy," Mitchell said. The Maryland Congressman added that, "The Secretary Hildaigo doggedly, painstakingly pursued the petition for contractual relief."

Legislative

Briefing

Luncheon Set

Issues expected to come up during the 1979 session of the North Carolina General Assembly will be the subject of a Legislative Briefing Luncheon to be held at the Greater Charlotte Chamber of Commerce, Thursday, January 4, 1979, beginning at 12 noon. The session is open to the public and is expected to last for about two hours. Reservations are required by the chamber and the cost is \$7.50 per person.

Speakers will be Ben Tison, state representative and new chairman of the Mecklenburg delegation to the General Assembly, and Henry Brown, Director of Governmental relations for the North Carolina Citizens Association.

Tison will preview issues likely to surface during the session and Brown will comment on issues of interest to business and the Citizens Association. Both will give their observations on the make-up of the new legislature and differences from previous ones.

Generous time will be allowed for a question and answer period during the briefing. Taxes, budget cuts and possible tax relief or tax rebates are high on the list of topics of concern.

Persons interested in attending the session may make reservations by calling Governmental Affairs at the Chamber of Commerce, 377-6911.

Pay Your

Property Taxes

Before Christmas

Get ahead of the holiday rush and pay your property taxes before Christmas. That's the advice from City-County Tax Collector J.A. Stone, who reminds all citizens that the deadline for paying 1978 property taxes without interest is Wednesday, January 3, 1979.

Beginning Thursday, January 4, interest equal to two per cent of the tax bill will be placed on all unpaid taxes, and a 3 per cent interest will be added every month thereafter until payment is made.

The mailing address for the Tax Collector's Office is P.O. Box 10897, Charlotte, N.C. 28234. You are urged to mail your payment, to avoid the problems of traffic congestion and parking. Be sure to enclose your Tax Payment Card when you send your payment.

If for some reason you find it necessary to come to the Tax Collector's Office, you may look for public parking in the County Parking Garage at S. McDowell Street (entrance from Third and Fourth Streets), in the small metered lot adjacent to the County Office Building (entrance from S. Alexander Street), and in the metered lot at E. Fourth and S. Davidson Streets (entrance from S. Davidson Street).

The Tax Collector's Office is on the second floor of the County Office Building, 720 East Fourth Street.

UNCC Administrative

Offices Will Be

Closed For 4 Days

Administrative offices at The University of North Carolina at Charlotte will be closed four days for the Christmas holidays, Friday, Dec. 22, and Monday, Tuesday and Wednesday, Dec. 25-27.

Offices will reopen for normal business Thursday and Friday, Dec. 28-29, from 8 a.m. to 5 p.m.

New Year's Day will also be a holiday for UNCC employees with offices reopening Tuesday, Jan. 2.

TURTLE-TALK



The only PERSON who listens to both sides of a FAMILY argument is the LADY next door.