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# The Charlotte Post

Vol. 14, No. 51 Thursday, May 18, 1989

THE AWARD-WINNING "VOICE OF THE BLACK COMMUNITY"

50 Cents

## Facts Twisted In Black CMS Employees' Issue

By JALYNE STRONG

Post Editor

Many discrepancies have been found within the argument presented to the Charlotte-Mecklenburg School Board last week, concerning an discrimination issue involving warehouse employees.

Yet in a telephone interview this week, Chairman Ashley Hogewood defended his decision to deny the black warehouse employees the right to appeal a discrimination issue before the Board of Education.

"It was a proper decision," Hogewood said.

He explained that his decision was based on the fact that there had been no results from the internal investigation into the employees' concerns. Therefore he says, "There was nothing to appeal."

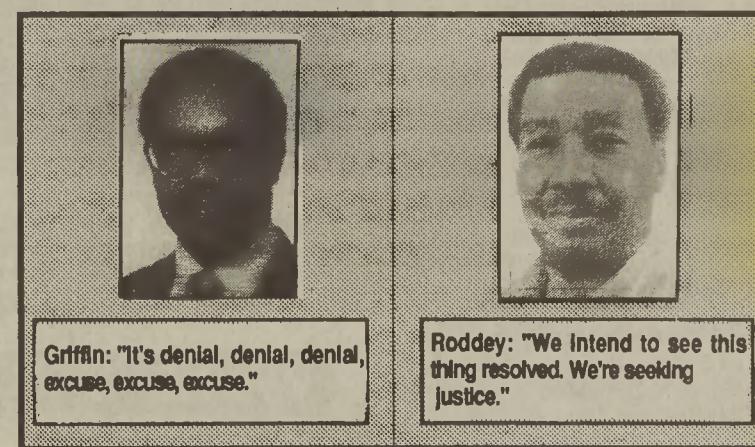
During the school board's meeting May 9, Hogewood also defended his position. At that time, he denied the hearing based on advice from school Superintendent Peter Relic and School Board Attorney Hugh Campbell.

Hogewood told the board members, "Counsel [Campbell] had informed me that these individuals were pursuing remedies not only through our process but were in fact filing grievance with EEOC. Therefore to subject the board to a hearing would be inappropriate for the process."

This week, Hogewood said he had "no recollection" of mentioning the EEOC statement.

"There was no talk about the employees going to EEOC," he said, referring to the May 9 board meeting. "Employees have statutory rights to go outside the internal process to EEOC. If this occurs simultaneously, the internal investigation will take precedence."

Yet, Campbell, the attorney Hogewood claims he consulted with, had a different understanding of the procedure. Contrary to Hogewood, Campbell continues to stick by the information he gave the board mem-



Griffin: "It's denial, denial, denial, excuse, excuse, excuse."

Roddy: "We intend to see this thing resolved. We're seeking justice."

bers.

Campbell said in a telephone interview Monday, "When the employees went to the EEOC the internal investigation stopped. That's the way, as far as I understand, that it has always been done."

Campbell admitted he had not

talked with the CMS Equal Opportunity Officer Thelma Johnson as to whether this procedure had in fact always been followed or not. Johnson has since said Campbell's decision was not consistent with how such cases

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### Chronology of Events

Concerning Black Warehouse Workers

February 12, 1988 --- Five African-American CMS warehouse employees file complaint with CMS EEO office alleging discrimination in the workplace. Complainants include Terry Wallace, Billy Roddey, Roosevelt Evans, Theodore Washington and Willie Butler.

June 6, 1988 --- CMS EEO office sends investigation findings and recommendations to Hilton L'Orange, Finance Officer, top level supervisor of CMS warehouse.

June 8, 1988 --- Roddy and Evans file with EEOC

July 29, 1988 --- Wallace files with EEOC.

October 10, 1988 --- Employees send letter to CMS Equal Opportunity Officer Thelma Johnson expressing hope that complaints will be resolved.

November 3, 1988 --- Five warehouse employees meet with Superintendent Peter Relic and Johnson. Relic assures workers that something will be done. He says he will immediately put on calendar to arrange meeting with L'Orange and Johnson.

Meeting with L'Orange never takes place.

December 28, 1988 --- Employees write Ashley Hogewood, chairman of Charlotte-Mecklenburg School Board, asking for appeal before board. This letter is signed by 11 warehouse employees.

February 7, 1989 --- Hogewood responds to employees letter, stating that they should pursue problems through "appropriate administrative channels." He says it is not appropriate for the board to hear their case.

Workers call Johnson to complain.

February 16, 1989 --- Johnson sends letter explaining to employees that they had followed correct EEO procedures.

Employees contact Arthur Griffin, African-American School Board member.

March 1, 1989 --- Griffin writes letter to Hogewood in response to Hogewood's decision to deny a hearing. He encloses EEO procedures manual and requests that Hogewood grant hearing or place employees' issue on board's agenda at next meeting.

May 9, 1989 --- CMS School Board votes 6-3 to uphold Hogewood's decision to deny warehouse employees a hearing before the board.

## Workers Deserve A Hearing

Last week's Post incorrectly stated the school board voted 7-2 to uphold Ashley Hogewood's decision ruling against an appeal. The vote was 6-3.

By HERB WHITE  
Post Staff Writer

The Charlotte-Mecklenburg School Board should allow African-American warehouse workers to appeal their case concerning alleged racial discrimination, said board member Joe Martin.

But, he added, the board's decision not to hear their case isn't a sign of insensitivity.

Billy Roddey, Terry Wallace and Roosevelt Evans Jr. addressed the board last week, hoping to win an appeal to address alleged discrimination at the Craig Avenue supply warehouse. Seven black workers filed complaints with the school system's Equal Employment Opportunity Office last year, but no agreement was reached with warehouse supervisors. The board voted 6-3 to uphold Chairman Ashley Hogewood's decision not to give the workers an appeal. Two black board members, Arthur Griffin and George Battle, voted with Martin, the lone white to do so.

"That was a matter that could have been heard by the school board, and I agreed (with Griffin and Battle)," he said.

Hogewood maintained the board could not resolve the complaints because the workers have action pending with the Equal Employment Opportunity Commission (EEOC), a federal agency.

See MARTIN On Page 2A.

## African-Americans Migrating To South

The South recorded a net gain of black movers between March 1986 and March 1987, while the Northeast had a net loss, according to the Commerce Department's Census Bureau.

Blacks moving into the South outnumbered those moving out by a margin of 148,000. In the Northeast, 100,000 more blacks moved out than moved in, the report says. The Midwest and West had about equal numbers of blacks moving in and out.

Whites had a net gain of 170,000 migrants in the West, a net loss of 241,000 migrants in the Northeast, and no real change because of migration in the other two regions.

For the total population, there were net migration gains of 279,000 in the South and 166,000 in the West; a loss of

334,000 in the Northeast; and no significant change because of migration in the Midwest.

Here are other highlights from the report:

- Twenty percent of the nation's 28.4 million blacks moved between March 1986 and March 1987, compared with 18 percent of whites.

- Blacks had a local moving rate of 14 percent, while the white rate was 11 percent. Whites, however, had higher rates of long-distance moves.

- Hispanics had higher overall rates of moving, 24 percent, than either non-Hispanic whites or blacks; they also had higher rates of local moving, at 18 percent.

West Trade St.

The march is organized by James Barnett and supporters.

"Those that sell and use drugs are doing us more harm than the Ku Klux Klan and all other hate groups put together," said Barnett.

The march will assemble at 11 a.m. on the corner of LaSalle and Beatties Ford Rd. It will begin at noon and proceed towards

## Westside Anti-Drug Abuse Parade Planned For Saturday Morning

With the plan to send a message to black youth, a march against drugs is planned for Saturday, May 20.

The march will assemble at 11 a.m. on the corner of LaSalle and Beatties Ford Rd. It will begin at noon and proceed towards



ONE ENTREPRENEUR TO ANOTHER...Laurence Mavundla of South Africa visited Charlotte seeking information on vendor

trade. He was happy to meet enterprising John McDonald, owner of McDonald's Cafeteria and Hotel.

Photo/CALVIN FERGUSON

## South Africans Try Vending

By HERB WHITE  
Post Staff Writer

Lawrence Mavundla, a native South African, believes black economic power can be harnessed into political force in his country.

And to help it become reality, he is leading the organization of informal traders, which is believed to be as high as four million.

Mavundla is president of the African Council of Hawkers and Informal Businesses, a group formed three years ago to fight the white minority government's over-regulation of informal businesses. Mavundla visited Charlotte earlier this week as part of a fact-finding tour of street vendors in the United States. In visiting with officials of WestFest and SpringFest, Charlotte festivals where hundreds of vendors trade, Mavundla said he was looking to "share information on what they have done."

The South African government has harassed hawkers physically and economically, Mavundla said. ACHIB's goal is to give vendors and other members of the informal business community easier access to the economy.

"Black people have been either customers or workers," he said. "We've got to empower ourselves economically."

ACHIB, founded three years ago, has more than 14,000 licensed hawkers and vendors as members. It secures licenses, provides free legal aid and negotiates with local municipalities to build shelters for members.

With black unemployment growing in South Africa, more people are turning to informal businesses for survival. It makes sense, Mavundla said, for the government to ease trading and licensing restrictions.

"What is good--to have too many street vendors or to have

beggars like in America?" he asked.

The South African economy is controlled by whites, although they make up a minority of the population. Citing statistics that whites own 77 percent of the economy compared to 17 for Afrikans and five percent for blacks, Mavundla said economic strength coupled with political clout is the way to dismantling apartheid.

"We've got to realize that freedom only brings one thing—it turns injustice to justice," he said. "It doesn't put food on the table."

Beside giving black South Africans a greater stake in the economy, easing the restrictions on vendors would open up the national marketplace, Mavundla said. But the white government

is unlikely to do so, because the laws are designed to help white businesses.

"We believe if the law was not protecting these folks, we could beat them (in the marketplace)," he said. "What we're saying is that the businesses should eat or be eaten. If you're not productive, you should go out of business. If you are, you shouldn't."

White businesses look down on hawkers as "illegal activity", and local authorities have been known to crack down on black vendors who stay into areas designated for whites. Few municipalities allow hawkers complete freedom to sell their goods for fear that white businesses will suffer.

But Mavundla said blacks have

See SOUTH On Page 2A.

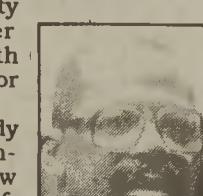
## Minority Affairs Task Force Issues Report

From Staff Reports

The Minority Affairs Task Force submitted an interim report to County Commissioner last week with the request for additional time to study the establishment of a new minority affairs office in Mecklenburg County.

Jewett Walker, chairman of the task force, said, "We're asking the commissioners to reestablish a new office that will be quite different from the previous office."

Walker requested more time in



## Danny Glover Will Address JCSU Grads

Actor Danny Glover ("The Color Purple," "Lethal Weapon," "Places In The Heart") will deliver the commencement address for the 1989 Commencement exercises for Johnson C. Smith University graduates on Sunday, May 21, 2 p.m. at Owen's Auditorium.

The Baccalaureate Service is scheduled for 10 a.m. in the University Church. Dr. James H. Costen, president of the Interdenominational Theological Center will speak.

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