

The Daily Tar Heel

INSIDE
WEDNESDAY
SEPTEMBER 18, 1996



Happy holidays
The Calendar Committee decided Tuesday to keep Thanksgiving and Fall breaks intact. *Page 2*



Environmentally appealing
State Senate candidate Eleanor Kinnaird spoke with SEAC members. *Page 5*



Random assault
Chapel Hill police are still searching for suspects in connection with a Friday beating. *Page 5*

Today's Weather
Mostly sunny; low 70s.
Thursday: Sunny; low 80s.

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Hooker tries to settle housekeepers' lawsuit

Housekeepers' leaders say they will not end their suit, despite the offer.

BY SHARIF DURHAMS
ASSISTANT UNIVERSITY EDITOR

An offer of higher wages and better training programs will not prevent the UNC Housekeepers Association from suing the University for racial discrimination, members said Tuesday afternoon.

Earlier in the day, Chancellor Michael Hooker announced a settlement offer including several initiatives and reimbursement for attorney's fees if the Housekeepers would abandon their suit.

However, Hooker said he would continue to work on improving working conditions for the University's lowest-paid employees regardless.

"We will go forward with these initiatives, regardless of whether the housekeepers proceed with their grievance, because it's the right thing to do for our employees and the University," Hooker stated in a press release.

The Housekeepers announced they would continue to negotiate with University administrators while pursuing their lawsuit in a hearing set to begin Monday.

"We instructed our lawyer that the better way to negotiate is quiet, good, fair talks — building trust and confidence on each side," the Housekeepers stated in a press release.

Marsha Tinnen, a representative of the Housekeepers, said the offer, which provides University employees in the four lowest pay grades in-range salary increases, was not adequate to stop the suit.

"We'll still be going to court," she said.

Several housekeepers filed a class-action lawsuit against the University in 1992 charging racial discrimination.

The Housekeepers offered a settlement to the University last year, which Hooker termed "excessive in the extreme."

The University's settlement, which is its first to the Housekeepers, includes in-range salary increases for housekeepers who received performance appraisals of good, very good or outstanding effective Nov. 1, Hooker stated. The proposal would further establish new programs, funded at \$100,000 annually for three years, that would provide job training for employees.

The housekeepers were eligible for the pay raises because of a July 1 decision by the Office of State Personnel.

The raises solve the problem of salary compression, which has held salaries down for the past decade, said Laurie Charest, associate vice chancellor for human resources.

"If you are salary grade 52, you will stay in salary grade 52," she said. "This will mean more pay in that range."

Charest said while the N.C. General Assembly has given all of the state's lowest-paid workers raises, it has not given specific raises to longtime employees.

"If you started out at the minimum (pay), 10 years later you're still at the minimum," she said.

Hooker announced when he was hired at UNC last year that he would address the Housekeepers' complaints.

Since then, he has restructured the Housekeeping Department under new director Barbara DeLon and has initiated a certified nursing assistant training program and a light construction training program for employees in the lowest pay grades. The University has also put a supervisor training program in place.

"We do not think there is any rush," the Housekeepers stated. "We have waited over five and a half years. We know any settlement we negotiate will have to be reviewed by the judge to ensure we have represented our class adequately and fairly."



About 300 housekeepers and supporters from across the state gathered in Raleigh last spring to protest the privatization study mandated by the General Assembly.

Housekeepers look to day in court after five years of controversy

BY SHARIF DURHAMS
UNIVERSITY ASSISTANT EDITOR

In 1969, Michael Hooker, a UNC senior, protested in support of better working conditions and against privatization of primarily black cafeteria workers.

Next week, Chancellor Hooker will be on the other side of the picket line. Housekeepers' lawyers and the University will meet in court Monday to determine whether UNC has done enough to better working conditions for the University's lowest-paid employees.

Some housekeepers, who have been at odds with the University since filing a grievance in spring 1991, hope the lawsuit will resolve some of the problems.

"We were hoping that it would already be over by now," said Marsha Tinnen, a member of the UNC Housekeepers Association. "We don't feel like we're going anywhere or doing anything."

The housekeepers began their fight in spring 1991, when they filed the first of their step grievance Policy.

"Basically, the whole idea in the early stages was to give the University a chance to do the right thing," said Chris Baumann, a supporter of the housekeepers and UNC sophomore in 1991. "We kind of went to them in a good faith effort."

At the time, salaries for housekeepers started at \$11,600, about \$1,500 lower than the federal poverty level. Housekeepers also complained about poor treatment by supervisors.

"When the housekeepers first started getting together, the state had a freeze on (hiring)," said Barbara Prear, a leader in the Housekeepers Association. Workers were written up for minor rule violations such as drinking a soda while working, Prear said.

"It wasn't just that year," she said. "This had been going on for a long time."

1991 - 1995

Housekeepers said dealing with former chancellor Paul Hardin was one of the most difficult parts of the fight.

Baumann wrote in his honors thesis about how difficult it was for the Housekeepers Association to schedule any meetings with Hardin.

"He always said he was doing all of this stuff, but we never saw any results," he said.

SEE HOUSEKEEPERS, PAGE 4

Fran tuition promise not high on Riley agenda

BY CHARLES HELLWIG
STAFF WRITER

No government officials have heard yet about a Cabinet member's statement this weekend, which promises financial aid to students who suffered from Hurricane Fran's destruction.

On a stop Saturday, in Raleigh with President Bill Clinton, Secretary of Education Richard Riley briefly outlined a plan to assist these college students.

"For higher education students, we would like to look into having student loans for students who are having special difficulty (due to Fran)," Riley said to several hundred state and local leaders, national guardsmen, relief workers and residents.

He added that in addition to loans, his office would be considering deferred payment plans to ease the financial burden Fran inflicted on students who received financial aid.

Repeated calls to the U.S. Department of Education had yielded little result as of Tuesday afternoon.

"I wasn't aware of that," said Stephanie Babyak, in the student aid department of the Department of Education's public affairs office. "I will look into it though."

UNC's Office of Scholarships and Student Aid was not aware of any special aid programs coming from the Department of Education due to Fran.

"We haven't heard anything about this kind of program yet, but I wouldn't be surprised if (DOE) did do something like that," said Eleanor Morris, director of the student aid office. "Special programs to help those hurt by disasters are typically what they do in these situations."

"I think the idea of deferments for students and their families who were

SEE TUITION, PAGE 4

Western Carolina scandal hurts election credibility

BY ROBIN SMITH
STAFF WRITER

At Western Carolina University, student elections went so awry in the spring that a faculty committee had to step in two weeks ago.

Student Body President Paul Locklear said Friday that his administration was working on recovering lost credibility after a string of improprieties tainted WCU's student government.

Andrew Brock, WCU student body vice president, said, "Things happened at such a fast pace. The way our laws and statutes were created left a lot of open areas with no detailed explanations on how to do things."

Last spring, graduate student Paul Locklear came out four votes ahead of former president Jessica Laverty, a junior who ran again.

Locklear then was found guilty of campaign violations — for someone holding his sign at a pollsite — and was given 15 hours of community service. But he was allowed to participate in the April 25 runoff election.

The battle between Locklear and Laverty was heated, students said.

"Initially, there were rumors that Locklear had harassed a date rape victim and had also participated in a rape," said Tony Taylor, editor of the school newspaper, The Carolinian.

However, Glenn Stillion, vice chancellor of student affairs at WCU, said, "There was an issue of his friend possibly being guilty of sexual assault, but Locklear was never accused of rape."

"Politicians get nasty sometimes," he said.

Locklear defeated Laverty 326-265. However, he was removed from office three days later for a campaign violation similar to the first.

The student Senate then upheld an Elections Commission decision disqualifying Locklear.

However, because the vice president of the Senate — Rhonda Cole at the time — is also chairman of the Elections Commission, insinuations of a "stacked" Senate fed the controversy.

"I know there was a lot of manipulation going on," Stillion said. "But no one could know for sure — people vote the way they vote."

Brock said, "A lot of rumors were flying around."

Unhappy with the decision, Locklear and SGA public defender Bobby High appealed to the student Supreme Court. Locklear claimed that since the Elections Commission lacked judicial power, he had not been given due process.

The court invalidated the election and ruled that a new election would be held in the fall, along with a new Elections Commission, headed by Brock. Brock would also serve as interim president until a winner was declared.

Locklear, however, appealed to Chancellor John Bardo with a 10-page memorandum about the spring elections.

Bardo appointed a Faculty Senate Commission to rule on the appeal. The committee, which met Sept. 3, heard testimony from Locklear, former Vice President Cole, current Vice President Brock and former Chief Justice Aaron Brunck.

Locklear also presented the faculty commission with a statement written by his SGA defender, Bobby High.

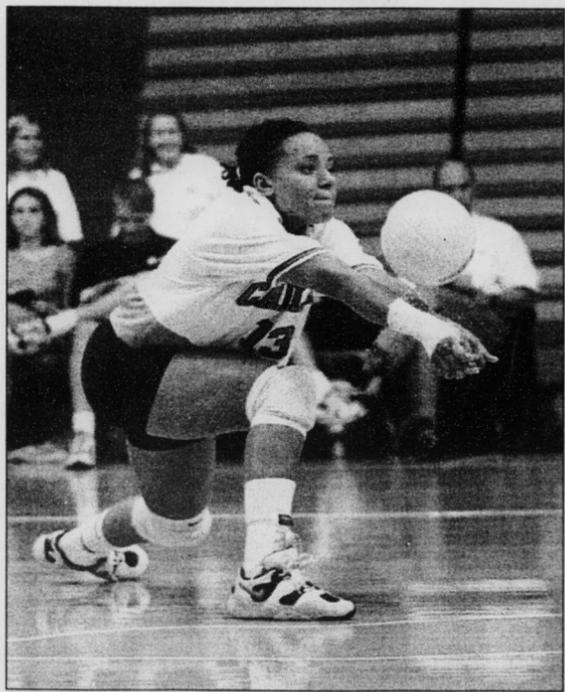
"(Cole) also told me that Dr. Stillion and herself were looking at ways to keep Paul from running in the upcoming SGA elections," he stated.

High said he knew Locklear had been wrongfully criticized and convicted.

High also claimed that Stillion called him the night before the Supreme Court hearing at midnight. "He told me that he had no doubt that I supported Jessica,"

SEE WESTERN CAROLINA, PAGE 4

SETTING UP A SWEEP



UNC outside hitter Maya Starks sets a ball during the Tar Heels' 15-9, 15-3, 15-7 sweep of East Carolina on Tuesday night. See story, page 7.

Sexual violence victims find support at rape crisis center

Community Service Opportunities

Part three of a five-part series

BY KELLY GILBERT
STAFF WRITER

Last year, a date rape trial involving two UNC students made the community talk about rape in a new light. But, in a Rosemary Street office, as many as 130 volunteers talk daily about these issues as part of their work.

Founded in 1974, the Orange County Rape Crisis Center was the first rape crisis center in the state. But the center has changed over the two decades.

Margaret Henderson, director of the rape crisis center, said the center's mission changed two years ago from just assisting victims of sexual violence.

"(Now) our primary function is to end sexual violence through community education," she said. "We want to put ourselves out of business."

The center volunteers are not therapists, Henderson said. They are trained individuals who focus on support and advocacy.

"Our primary function is to end sexual violence through community education."

MARGARET HENDERSON
Orange County Rape Center Crisis Director

The almost 130 volunteers, up to one-half of which are University students, reflect the diverse community, Henderson said.

Although the majority of the volunteers are women, the center has the largest proportion of male volunteers in the state, Henderson said.

All volunteers have to go through an intensive training session. They meet twice a week for two and one-half months, a total of 40 to 50 hours, Henderson said.

Jay Reynolds, a second-year medical student, has been volunteering at the center for one year. He works at the center because he said he felt the experience would help him in his future career. "It's important for physicians to recognize symptoms of violence," he said.

Reynolds serves as a Community Educator. These educators give seminars to

SEE RAPE CRISIS, PAGE 2

Of those who say nothing, few are silent.

Thomas Neill