### The Daily Tar Heel

BY ERIN GIBSON ASSISTANT STATE & NATIONAL EDITOR The Democratic Party has

monopolized minority registration and votes in past elections, but the Republican Party plans to make Democrats work to keep those constituents this election year. The U.S. Census Web site shows

that in 1994 more than 80 percent of black voters were Democrats, with 10 percent registered as Republicans and Independents. Numbers show that Democratic

support has only increased since then. But the Republicans are fighting for these votes by targeting issues important to minority communities

Bush has set the example of trybish has set the example of try-ing to attract the minority popula-tion, which is a heavy church-going population, by focusing on moral-ity issues, such as marriage. Bill Peaslee, N.C. Republican Party chairman, said the party is attending events to tell neople

is attending events to tell people about its platform. He said they are emphasizing public education with the black population. But the Republican Party has

a history of representing wealthy

62 Song for Callas

THE Daily Crossword

voters, even though minorities the field, on the ground and door-account for most of the lower- to-door," said Barbara Allen, N.C. income households in the country. The Democratic Party often

pushes for government supported programs to help members of the ver economic classes.

"Minorities have by and large needed a helping hand more than anyone else," said N.C. Rep. Marvin Lucas, D-Cumberland. "No one

wants a handout, just a hand up." According to the N.C. State Board of Elections, only 4.4 percent of black voters were registered Republicans in October 2002.

Lucas said the Democratic Party has the upper hand at gaining minority votes because it focuses on issues most pertinent to minori-ties, including health care, human ervices and education. "The Democrats have champi-

oned education," he said. "Minoritic are in the public education systems more than any other group.

By making the party's pres-ence known in the community, the Democratic Party is working hard to maintain its faithful constituents.

"We are getting people out there working across the state, in

By Philip J. Anderson

Democratic party chair. Lucas said minority voters have a history of looking to church officials and community organizations for guidance on political issues, so the Democratic party is working with these groups to ensure their support.

"There are groups of grass-roots folks going into neighborhoods of formerly disenfranchised (resi-dents), he said.

UNC sophomore Yvonne Brooks said she thinks the Democratic party has worked harder to reach the black community by broadcast-ing advertisements on urban radio stations and television channels. But Peaslee said the Republicans

re working to get their message out to minority voters.

"We want people to have an unfiltered exposure to what the Republican Party is all about," he said. "They should be able to look at the two-party platform without any spin."

> Contact the State & National Editor at stntdesk@unc.edu.

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# Parties vie for minority vote Workers see changes to federal overtime policies

## **BY ALEXANDRA DODSON**

New federal regulations for overtime pay implemented Monday could affect the millions of Americans who work more than the standard 40-hour work week.

The regulations, revisions to the Fair Labor Standards Act, raise the maximum yearly salary workers can earn and still receive mandatory overtime pay from \$8,000 to \$23,660. Those earning more than \$100,000 typically will not be eligible.

The act still demands overtime pay for those working more than 40 hours a week, but workers earning between \$23,660 and \$100,000 will not be eligible if they hold executive, administrative or professional positions.

James Andrews, president of the N.C. state AFL-CIO, said these regulations are better than those proposed previously but still isolate many workers. The AFL-CIO is a national federation representing 13

million workers Andrews said research shows one million people benefitting from the new regulations, but six million could lose overtime pay entirely. Employers might reclassify the

job descriptions of workers in the \$23,660-\$100,000 category to exempt them from the extra pay, he said, because the job descriptions of executive, administrative and professional positions are subjective.

"Our experience is being replicated in other universities, both in-state and out-of-state."

CHARLES WALDRUP, ASSOCIATE VICE PRESIDENT OF LEGAL AFFAIRS, UNC SYSTEM

Andrews said the new regulations are good for large companies and might be the Bush administration's way of rewarding businesses for their support. "It's bad politics," Andrews said,

adding that the regulation hurts those who worked hard to get into the middle class and now might not be eligible to receive extra pay for extra time worked.

But not all workers will be hurt

by these new regulations. Charles Waldrup, associate vice president for legal affairs for the UNC system, said he has not seen any cases where an employee will lose benefits, though his data was not extensive.

not extensive. "I was just surprised," he said. "I had expected the opposite results." Waldrup said he initially assumed many people would lose benefits, but found 10 to 15 people in his office alone who would become eli-gible for overtime pay after being exempt under the old rules. He said the now-subject

He said the now-subject employees work as administrative assistants, engineers for UNC-TV and in other posts, all in the below-\$23,660 bracket.

Joanna Carey Smith, associate university counsel, said that UNC-Chapel Hill spent the summer reviewing different positions to determine the bill's effect, and that only a small percentage of the University's 10,000 employees will be affected.

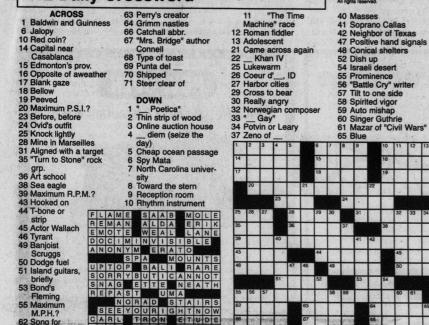
"We may have taken a different approach than other employers," she said, adding that the University first looked at employees who will now be eligible for overtime pay. Smith said the money used to

y employees for overtime work should come from the source of funds from which they already are paid. But as a public employer, the University can pay overtime via money or time off, she said. In general, Waldrup said, most

employees in the higher education field will find they will not lose benefits.

"Our experience is being repli-cated in other universities, both in-state and out-of-state," Waldrup said. "Maybe people in private industries will find it different."

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