

The Daily Tar Heel

76 Years of Editorial Freedom

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Workers' Grievances

The demands of the University Food Service employees are reprinted below. Some of them have been met, according to first reports to come out of the negotiations. Others have not been met. We encourage you to read those grievances and think about them.

If you agree with the workers' right to expect certain actions from the administration on the administration we encourage you to do something. We don't want you to seek a confrontation with the police or raise as much hell as you can or use other presently useless tactics. For the time being what needs to be done is boycott Lenoir Hall, help support the workers who are refusing to work and in dire financial straits, and picket when picketing is done. If you are reluctant to do these things at least speak up for the workers among your friends. Explain to them the need for the workers to have these minimal changes made in their working conditions.

Don't just limit your talk to the

1. That the pay raises promised by January 15 by Mr. Prillman (Director of University Food Services) and by Mr. Coffey (of the University Personnel Office) be granted. That there be merit raises and yearly raises.

The promised pay raise (5%) has not yet materialized. A grievance over "pay" raises (although not presently being contested) also dates back to last fall, when the basic pay was increased to \$1.60 an hour. Because of a payroll confusion, new employees hired in October began receiving \$1.60 an hour several paychecks before permanent employees were raised to the same level.

2. Immediate appointment of black supervisors and managers from within the ranks of the present workers.

There are presently no black supervisors or managers, although experienced black employees are often relied upon by the management to train the white supervisors.

3. All workers must get time-and-a-half for overtime.

A full work period is 80 hours for a two-week period. Employees have continually worked more hours, one woman once totalling 108 hours. Instead of paying time-and-a-half for overtime, the management has cut off the extra hours and added them on to the next two-week period, thus avoiding overtime pay.

4. All employees should get a base pay of \$1.80.

To indicate why this increase has been asked: The present annual salary of a worker earning \$1.60 an hour is \$3300, gross pay. This is the figure prior to withholding tax, social security, retirement, etc., and does not include mandatory deductions for each meal.

5. Each employee should be paid according to his or her job category instead of having the same starting salary for each job.

Cafeteria employees are consistently paid according to job categories that rank below the jobs they are actually doing. In the Pine Room a woman was given a two-week trial period as a cook, while she was paid only the minimum wage—with the understanding that her pay would be raised if she could do the job. After five years as a cook, she discovered that she was still classified as a dishwasher. Now, two years later, her classification is Cook II (Assistant Cook), although she is second only to the manager and was expected to train him in his job.

dorm room. Bring up the subject for discussion in your classes. You are in school to learn. There is a lot to be learned from the workers' problems and from Governor Bob Scott's reactions about the nature of our state and our society. Discuss them in your classes.

As BSM co-chairman Preston Dobbins explained, it is going to be a long struggle. We hope that you will not be too timid to accept the challenge of that struggle. We hope you will make the effort to improve the workers' conditions. As Howard Fuller explained on Wednesday, the struggle is also yours. This is obviously clear from the response of the governor, from his intervention in the affairs of the University in order to win votes, and not in order to bring about justice in the University community. Students, as well as workers, are refused participation in decision making in the University to a degree that is directly proportional to the importance of the decision to be made. It is your struggle. Become a part of it.

6. That the management stop overworking present employees to keep from hiring more.

7. That each employee be paid for all past overtime.

The employees had been told by the Director of Food Services that they would be paid time-and-a-half for overtime work. However, this extra pay has not shown up in thychecks, although the extra hours are clearly recorded on employees' check stubs. These hours are evidently cut off and added onto the subsequent two-week period to avoid overtime wages.

8. That the management adhere to the provision that an employee shall be classified as permanent after 90 days' employment.

9. That a schedule be drawn up which would allow each employee at least two full weekends off per month.

Most Food Service employees work six days a week, and sometimes seven. The woman who does the job of chief cook in the Pine Room had, until last Sunday, worked every Sunday for eight years. Once, on a special occasion, she asked if she could have a substitute, but permission was not granted.

10. That a complete description of duties and jobs be given each employee so that he will know what he's supposed to do.

No written job descriptions now exist, and sometimes verbal job institutions are not given. Last December was the first time the cafeteria employees ever received an Employee Handbook from the Personnel Office.

11. That the management show respect to the employee by referring to him or her as Mr. or Mrs.

This practice does not presently exist.

12. That Doris Stevens, who was laid off for no reason, and who was given no excuse, be rehired immediately.

Doris Stevens, a Pine Room employee, was dismissed without any attempt by the management at communication.

13. That all employees get at least two days off per week, and that there be a five-day, 40-hour work week.

Most cafeteria employees work six days a week, and sometimes seven. Many employees have to work a split (both daytime and evening) shift, and are forced to stay on campus during their afternoon break because they have neither adequate time nor the transportation to go home.

Letters (even Spanish ones)

Erica's Antagonist Rebuts Letter

To the Editor:

Struggling to avoid the word "provincialism," which might be construed to be another character assassination, I would like to reply to the letters of some angry young men.

My first point is that my original scorching letter to Eric Meyer was not printed accurately. The editor cut out the main point: that Miss Meyer's reasons for eliminating the language requirement are absurd. If she has trouble with and has decided never to make use of Spanish, others have the same reaction to chemistry, history, or any other course. The logical (?) conclusion is that nobody should have to take any course which is hard, not instantaneously practical, or which they deliberately plan to forget. This conclusion is contrary to the precepts of a liberal arts education.

Point two, in response to Robert Hamer's letter, is my utter bewilderment. His letter proves that one need not know a foreign language to read its literature. In the first place I never gave that as a reason for learning a language. I said you could possibly get a tenth of foreign poetry in adequate translation. But to go on to Mr. Hamer's proof, A.) Mr. Hamer indeed has read Basso and feels he has not lost much in translation though he knows no Japanese; B.) "in order to get the full meaning of a poem one must know the language effortlessly." Overlooking that slight contradiction, we happily conclude that C.) since one can get by with no foreign language, and one

cannot master all languages, he should not ever attempt one. I have been thumbing through the catalogue and don't seem to find any course or even major which guarantees the student an absolute mastery of any subject. Why don't we chuck them all. Just read newspapers.

It seems in this age of attack on the responsibility of good educators a few have ignored the qualities of good students. When any dissenters can present a reason for abolishing any required fields of study, any reason which is not in effect, "Although I chose to come to a liberal arts college I really have no belief in a liberal arts education when it gets hard and does not pay instant money," or "I, in my infinite self satisfaction, refuse to spend any time at all studying the basic way any other persons, not superior enough to be born speaking English, have come to express themselves," then come grieve at me.

Sincerely,
Arden Stevens
Box 126
Dey Hall

Floor-Splitting James' Wish

To the Editor:

Members of the ninth and tenth floors of Hinton-James appreciate very much Erica Meyer's article in Friday's DTH—"South Campus Men Protest." However, we feel that the article inadvertently conveyed the wrong idea. We most enthusiastically desire that coeds become a part of Hinton-James and South Campus. But we feel that a better plan for housing them could be worked out.

Since the main social interaction is on the floor and not between floors, we feel that having coeds on two wings of the upper floors and letting men remain on the other two wings would be of much more value in the Residence College than the present plan of housing them on the entire top two floors.

The present plan includes the scheduling of regular activities between the coeds and a special group of "Project Hinton" men on the seventh and eighth floors, such as the eating of meals together five nights a week. This is great, but we feel that the activities would not be of such an "artificial" nature if the members of both groups were housed on

the same floor. As well, there would be a greater number of functions they could undertake together.

We understand that one of the main reasons the Chancellor's Advisory Committee is apprehensive about this alternate plan is the problem of use of the floor lounge and study room after closing hours. Since men and women inhabit the floor, how are you going to keep them separate if both want to use the lounge? We suggest that they designate tenth and eighth floors as men's lounges and ninth and seventh as lounge areas for the women.

In presenting this plan, we have no desire to impede the development of the Residence College. We sincerely think that the Chancellor's Advisory Committee understands this. Hopefully, when it is time to make a decision, they will understand and see the far greater

potential for a better Residence College with this plan.

Sincerely,
David Petty
1056 James

Strauch Decision Patted On Back

To the Editor:

I think you did exactly right in refusing to print Strauch's anti-BSM cartoon.

Congratulations,
Jean Edgerton
Graduate Student

scott
goodfellow

Out Of The Blue - Kamikazes!

This winter has seen an exciting new political group come into existence on campus—the Kamikaze Society.

The Society is named after the late president of S.F. (South Florida) State, Dr. S.I. Kamikaze. S.F. State burned to the ground last week in the wake of student unrest. Dr. Kamikaze, a noted semanticist, is remembered for his dying quote, "Youse Commie-Fascists 'll never get away wit dis."

As stated in its listing of principles, the Kamikaze Society has established itself on campus as a new, dynamic force to oppose any other dynamic forces that may be running around.

At the throbbing heart of the new group is the basic tenet that the Society wants change without violence. This may sound a little like a quote from Stevenson's *Child's Garden of Verses*, but it is a strongly held belief by Kamikazes.

To implement this lofty goal, the Society has developed an extraordinary idea in administrative streamlining. A number of persons who are interested in a particular change get together, hopefully on a regular basis, to discuss means of bringing it about. The length of time involved is unimportant, and usually extensive.

The Kamikazes call this innovative technique, a "Committee."

As their chief method of accomplishing goals, the "Committee" technique has proved highly successful in the past. A university-wide check by this reporter revealed that each department here averages 30 committees. The administration has about 45 committees, faculty-administration relations have about 25, and students have

about 250. Thus there are approximately 1250 committees on the UNC campus.

It is the truly magnificent number of daily accomplishments of this host of committees that led the Kamikazes to turn to this method.

The main opponent of the Kamikazes—the one in fact that the group formed to combat—is called PPOW (Perennial Peace Often Works), pronounced "pow." PPOW members often result to extra violence to accomplish their goals. In fact, they have been known to use "stall" techniques in cafeteria lines, and have held meetings in the hallways of South Building.

The PPOW members counter the sudden presence of the Kamikazes with charges of setting up another Student Government, resplendent with wads of red tape and gummed up administrative machinery. The chairman of the Society, however, usually rebuts these charges with juicy readings from the Christian Science Monitor ("The lack of reporting of violence and activism in this fine journal is more representative of the world the way it really is, except in New York, Chicago, Washington, Boston, Calcutta, Paris...").

The Society's chairman is also fond of criticizing the Daily Tar Heel (the campus newspaper here, remember?). "I am against the coverage given to PPOW," he said. "I think there should be more photographs of dogs, grass, and close-ups of construction work to give the DTH a more rounded outlook."

When asked the purpose of his group, he replied, "The apathetic masses can be defined as those who don't want to get involved in anything. The Kamikaze Society was designed for them."

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Evie Stevenson

Campusment Now Archaic

Women students participating in self-limiting hours have been told that the self-limiting hours policy would take precedence over any previously existing rules. It is time to make the same allowances for visitation.

According to certain signs posted in a women's dorm on Tuesday night, any woman student campusment during an evening of visitation must stay out of areas in the dorm where there are visitation guests. This means a campusment woman could be forced to stay out of her own room if her roommate is entertaining a guest!

Or, a girl could be forced to give up her visitation privilege if her roommate is campusment.

The sign continued to say, "It is a personal problem of the campusment girl to work out with her roommate visitation in her room."

This involves the denial of certain rights given to the individual: the right to occupancy of her own room, and the right to participate in visitation.

The signs were taken down on Wednesday morning. However, how can the person(s) responsible for these signs consider the denial of either of these privileges? There are other alternatives open to solve the conflict of campusment vs. visitation.

1) change the campusment to a night which does not have visitation.

2) change the penalty for any infractions currently requiring a campusment. This can be in the form of a night's telephone duty or hostess duty at the lobby's desk. The possibilities are numerous.

3) abolish campusments altogether. This would take more than a simple rule change by the WRC, but it is feasible for the near future. This University has granted visitation for all women and has

given self-limiting hours to upperclassmen. The movement is toward equal treatment of men and women students. Freshman and sophomore men are not hindered by campusments.

A large chunk of the campusments doled out to women in the past have been given for late minutes. With self-limiting hours, campusments for this reason have been greatly decreased. Therefore, the major reason for campusments has disappeared.

House meetings, held irregularly in the women's dorms, have a policy of required attendance. These lengthy meetings are an inconvenience to the students. If a woman cuts the meeting, she is given a Friday night campusment. All this could be avoided if the girls were given printed sheets of important announcements. Voting could be done through ballot boxes in the lobbies.

The forementioned signs also said, "Since the campusment girl is on her honor (not to entertain socially any guests during her campusment), this is considered an honor code offense and will be tried as such by the appropriate council."

This is not an honor code offense. Again, the author of the signs should have checked with the appropriate authorities on the validity of this statement.

Is it lying, cheating or stealing to be in the same room (your own, perhaps) with visitation guests?

If a girl had followed the sign's advice, the only place in the dorm she could safely be without meeting these guests is the john stall. This is a disagreeable thought, but it is the only decision a girl can make if she doesn't want to throw her roommate and guest out of their room.

The girl who is campusment during visitation faces the problem of abiding by the campusment rules and at the same time remain in the section of the dorm where there are guests. A girl can not be restricted concerning the rooms she may enter in her dorm. She is only a victim of conflicting circumstances: campusment regulations and visitation.

Before these signs are replaced by permanent rules, the appropriate student organization must give this problem of campusment vs. visitation serious thought. If not, some unsuspecting girl is going to be raped by blind interpretation of the honor code.

