

weather
 TODAY: 30% chance of showers; high upper 60s
 SATURDAY: 50% chance of rain; high lower 70s

on campus
 • The Alliance of Black Graduate and Professional Students will hold its annual fall picnic at 5 p.m. in 208 Union.

city / page 3

PUBLIC SERVICE
 Chapel Hill public works employees share their experiences of helping victims of Hurricane Andrew

state / page 4

FIGHTING FOR THIRD
 Libertarian vice-presidential candidate Nancy Lord explains the battle by third parties to be included in elections

sportsline

BELTED: His 33rd home run of the year, San Diego Padres third baseman Gary Sheffield. He leads the league in batting average, trails teammate Fred McGriff by one in the home run derby, and trails Darren Daulton of Philadelphia by six for the RBI title. Sheffield is trying to become the first National League to win the Triple Crown since 1937, when St. Louis Cardinals outfielder Ducky Medwick turned the trick.

FREED: By a federal judge to be free agents, NFL holdouts Keith Jackson, Garin Veris, D.J. Dozier and Webster Slaughter.

The Daily Tar Heel

Serving the students and the University community since 1893

100th Year of Editorial Freedom Est. 1893
 Volume 100, Issue 69 Friday, September 25, 1992 Chapel Hill, North Carolina
 News/Sports/Arts 962-0245 Business/Advertising 962-1143

Hardin proposes grievance changes; staff not notified

By Anna Griffin
 University Editor

Chancellor Paul Hardin has written a new grievance policy that will be considered by the State Personnel Commission at its Oct. 6 meeting, and, although the bill already has been submitted to the state, staff members have not yet received a copy of the proposal.

The policy, which already has received a favorable review by the Office of State Personnel, will be circulated among staff members next week, said Laurie Charest, associate vice chancellor for human resources. Hardin has made no public statements concerning the proposed process changes and did not return phone calls Thursday.

On Wednesday, The Daily Tar Heel received a copy of the draft that had been faxed to a UNC employee from the Business and Finance Office Tuesday. The draft was dated Sept. 1, and officials at the Office of State Personnel in Raleigh confirmed that the copy received by the DTH was the same draft Hardin had submitted to the state earlier this month.

Charest also supplied the DTH with a copy of the final proposal, which is identical to the plan submitted to the state.

In the document, Hardin says the proposed changes will be considered by the State Personnel Commission. Upon SPC approval, the changes become law,



Paul Hardin

Charest said.

The changes include:

- Speeding up the process by changing the time period for response in Step 2 from 30 days to 15 days. In Step 2, the departmental supervisor hears the case. Also, under the new policy, Step 3 hearings would have to be scheduled within 30 days of assignment to the panel chairman, unless "medical conditions or other personal emergencies prevent a party, panelist or key witness from attending."
- Changing the Step 3 panel to in-

clude only staff members. Step 3 used to be led by faculty members and consist of staff members. Employees had complained that under the old policy, the chancellor disregarded their opinions and made it appear as though staff members couldn't oversee their own affairs.

The panel chair and panel members will be appointed by a panel adviser, who also will be responsible for reviewing the grievance to insure it meets University and state requirements. The adviser also would counsel all those involved during the hearing. Under the new procedure, Hardin would appoint the panel adviser.

- Taking attorneys out of the process. Although employees are allowed to maintain private counsel, under the new policy they are not permitted to bring their representatives into Steps 1, 2 or 3 of the process.
- Ordering the Step 3 panel chairman to write an "issue statement." After the pre-Step 3 hearing, the panel chairman must write a brief issue statement that will be sent, along with any documentation of Steps 1 and 2, to all panel members, to the grievant and the respondent.
- Revising the panel chairman's powers to better define when a panel head may dismiss a Step 3 hearing.

Under the new policy, the panel chairman may dismiss the grievance if: "no grievance that can be remedied by the

chancellor has been stated," "the grievant will be unable to carry his or her burden of proof," or "the grievance appears to have been filed for the purpose of harassment, is frivolous or is otherwise an abuse of the grievance process."

The present grievance procedure has come under fire recently from employees who claim it creates unnecessary delays between Step 2 and Step 3 of the process.

Under the current policy, Step 1 involves a hearing between the grievant, the accused and their supervisor; Step 2 includes a hearing with that supervisor's immediate superior; Step 3 consists of a hearing between a three-member panel made up of two staff members and a faculty member who serves as panel chairman.

Charest, who oversees the University grievance process, said the chancellor considered concerns of many members of the University community before writing the new proposal.

But Paula Schubert, head of the State Employees Association of North Carolina District 35 chapter, said Thursday that she had not heard about the proposed changes.

"I certainly have not seen (the proposal)," Schubert said. "I'm pleased he's going to act on some of our concerns, but I question why no one was



Office gets decked
 Mary Fox, assistant director of external operations gazes upon the remains of her desk after a car crashed through her office wall at the UNC Hospitals parking deck Thursday.

Sprinklers costly, officials say

By Shakti Routray
 Staff Writer

Although sprinkler systems could have decreased the damage to two local businesses that burned Sunday night, officials and local merchants said the systems might be too expensive to install in existing buildings.

The Intimate Bookshop and the Eastgate Food Lion sustained the most damage of the three sites where fires occurred Sunday night. Neither business had a sprinkler system.

But sprinkler systems did save Cameron's Craft Gallery in University Mall from the amount of damage The Intimate Bookshop suffered.

"From what I was told, had we not had a sprinkler system, our fire had a potential to be a major disaster," said Danny Cameron, owner of Cameron's. "The sprinklers definitely saved us."

Chapel Hill Mayor Ken Broun said Thursday he thought sprinkler sys-

tems were too expensive.

Broun added that he would have to evaluate the situation carefully before he supported an ordinance requiring businesses to install sprinkler systems.

"I think that I would really have to look carefully into it because of the enormous expense," he said. "I wouldn't preclude the possibility."

But Broun said his first concern was the economic welfare of the businesses.

State building codes do not require all buildings to install sprinklers, said Greg Kyte, chief fire code consultant with the N.C. Department of Insurance.

"We base (the codes) on a loss history," Kyte said. "We don't try to implement what we consider unnecessary regulations."

"If we found something that was of imminent danger to occupants, then we would definitely act very quickly to remedy the situation," he said.

Kyte said he could not foresee a change in the codes despite the recent

fires. "We feel that the regulations that are in place right now in the building code provide adequate safety," he said.

Because The Intimate Bookshop was built in the 1920s, before the institution of building codes, it did not have a sprinkler system.

"Who ever thinks someone is going to set a fire in your store, for heaven's sake?" asked Wallace Kuralt, owner of The Intimate Bookshop. "There are some things you can't plan for, I suppose."

The Food Lion at Eastgate Shopping Center, which also burned Sunday night, did not have a sprinkler system because it was built before the codes were in effect, said Gary Smith, the store's manager.

Kyte said building codes could not be designed to combat arsonists.

Cameron said he recommended in-

BCC panel to have first official meeting Oct. 1

By Ivan Arrington and James Lewis
 Staff Writers

The working group to consider plans for a new or expanded black cultural center will hold its first meeting Oct. 1, Provost Richard McCormick announced Thursday.

The 13 members of the committee are Richard Cole, dean of the School of Journalism and Mass Communication; Robert Eubanks, former Board of Trustees chairman; Harvey Gantt, former U.S. Senate candidate; Wendell and Doris Haynes, parents of the late Sonja Stone; Student Body Vice President Charlie Higgins; Deloris Jordan, mother of former UNC basketball star Michael Jordan; Adrian Patillo, a junior from Chapel Hill; James Peacock, chairman of the Faculty Council; Patrick Rivers, a UNC doctoral student; Judith Wegner, dean of the School of Law; and Richard Williams, a 1975 UNC graduate and

current Chapel Hill manager for Duke Power.

Hardin said Thursday that more people were selected but that he has not yet been able to contact them and does not know if they will accept. Until they do accept, their names will not be released, he said.

Hardin said he would address the committee at its first meeting.

Although members of the Black Cultural Center Advisory Board were asked to name representatives to the board, they have thus far declined, he said.

"We simply looked for people off campus and on campus who were representative of a wide variety of experience and wisdom," he said. "We were careful not to pick anybody who had any record of controversy on the architecture issue."

"We had to pick people who were willing to give some time and work quickly," Hardin said.

McCormick said a complete knowl-

edge of the current BCC movement was not necessary, citing other criteria for committee choices. He said he had looked for a diverse committee that could deal with the issue.

"There was no litmus test for membership," he said. "I didn't have any formula. I just continued until I thought I had a balanced committee."

McCormick said he was saddened at the lack of representation from campus groups now fighting for a BCC because their knowledge would have been helpful in any decision-making processes. No members of the coalition for a free-standing BCC are on the panel.

"We needed someone who was directly involved with what is going on now," he said. "Their chairs are still empty."

McCormick emphasized that the formation of the group was in no way related to the Nov. 13 ultimatum laid

Myths of AIDS virus targeted

By Bill Lickert
 Staff Writer

Speaker John Harris gave what he called a "crash course" on AIDS and the HIV virus to almost 200 students and community members Thursday night, blaming the sexual revolution for the epidemic.

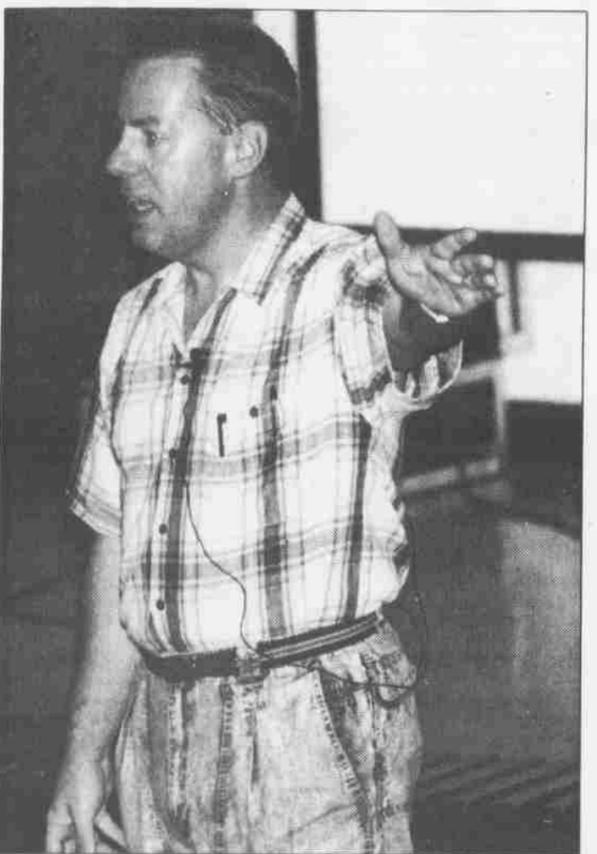
Harris discussed religious morals during the presentation, which was funded by Student Congress under the presumption that the speech would not be religious in nature.

He said abstinence was an idea developed by "somebody whose name I'm not going to mention because it would get me in real trouble" as he wrote "God" on the overhead projector.

"The concept of waiting until you have a singular relationship for a lifetime with an uninfected partner—that's the only thing that's going to stop the disease," Harris said. "Knowledge is always better than ignorance."

Harris opened his speech, titled "Intimacy in the Age of AIDS," by addressing the controversy surrounding the debate within Student Congress to fund the speech, sponsored by Campus Crusade for Christ.

At the Sept. 16 meeting, some mem-



John Harris tells 200 students and community members about the dangers of AIDS

Blood foes rumble at Kenan

Game and time: North Carolina vs. No. 23 N.C. State. Kickoff is at 12:10 p.m.

Site: Kenan Stadium, Chapel Hill.

Playing surface: Natural grass.

Tickets: Still remain for Saturday's game. UNC students with valid student ID, registration card and athletic pass will be admitted at the gate for general admission seating.

TV/Radio: The contest is Raycom/Jefferson Pilot's ACC Game of the Week. It can be seen locally on WRAL (Ch. 5) and regionally on other ACC television affiliates. The Tar Heel Sports Network will provide live radio coverage. The flagship stations are WCHL (1360-AM) and WZZU (93.9-FM).

Season records: UNC, 3-0 (1-0 in the ACC); N.C. State, 3-1 (1-1 in the ACC).

Series: UNC leads, 52-23-6.

Last meeting (1991): N.C. State 24, UNC 7.

Personnel update: N.C. State — There are no injuries to report at this time. **North Carolina** — As they did a season ago, UNC won the battle but lost the war against Army — and it could once again cost the team the State game. The Tar Heels had 19 players on the injury list before venturing to Raleigh last season, and they are rapidly approaching that number this week.

LB Tommy Thigpen and C Randall Parsons both left the Army game with sprained ankles and are questionable

N.C. State Wolfpack **UNC Tar Heels**

AT

Sat, 12:10 p.m.
 Kenan Stadium, Chapel Hill

Tailback **Anthony Barbour** has been State's offensive catalyst thus far. He averages 83.3 yards rushing per game and has crossed the end zone four times. **Steve Videtic** has yet to miss a kick this season.

North Carolina offense: On paper, the Tar Heels resemble an offensive juggernaut (28.1 points per game). They rolled up 305 yards alone on the ground last week. But double-check the opposition. UNC has yet to be tested defensively.

North Carolina must establish a running attack early and often. Those questions about the inexperienced offensive line, which disappeared after the Wake Forest game, are starting to resurface again. **Natrone Means** is one of the league's outstanding rushers, but he'll need help in escaping an improved Wolfpack defensive front.

A solid running game will also open up the passing lanes for whoever wins **Mack Brown's** ceremonial pregame starting quarterback coin toss. Whether it's **Mike Thomas** or **Jason Stanicek** at the controls, UNC may want to throw deep on the Wolfpack. Seminole QB **Charlie Ward** shredded State's vaunted secondary for TD passes of 60, 44 and 32 yards. **WR Corey Holiday** has caught at least one pass in 25 consecutive games, a UNC record.

N.C. State defense: The Wolfpack

See HARRIS, page 2

See FOOTBALL, page 5

I wouldn't have taught those damn birds to play ping pong. — B.F. Skinner