



# The Columbia STAFF★UNION STAR

Official Organ of the Columbia Ad Hoc Committee Organizing  
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**LATE AUGUST ISSUE**

2875 BROADWAY - 2<sup>nd</sup> floor - NYC - 10025      tel. 663-0033

## THE UNIVERSITY VS. THE UNIONS

Statements by President McGill in his letter to the Columbia community, and further statements made by Mr. Miller as reported in the Spectator furnish ample proof — if more were needed — of the extent to which the central administration consistently underestimates the intelligence, and fails to understand the needs, of the Columbia staff.

We, the non-union staff, are not at all impressed by the argument that the demands made by Local 1199 cannot be met because the University wishes to be fair to non-union staff. We are not interested in downward mobility for 1199 members, until they reach our level. We are only interested in upward mobility for everybody, including non-union staff, student workers, and faculty.

Nor are we prepared to accept at face-value a blanket statement to the effect that meeting all the original demands of Local 1199 would have accounted for over 50% of the payroll. What payroll? That of the entire Columbia establishment? That of the Morning-side campus alone? Or that of the members of Local 1199 only? There is, after all, some difference between 50% of each of these payrolls, yet the statement in Mr. McGill's memo is so indefinite as to carry the implication that he is referring to the payroll for the entire Columbia staff wherever their location might be.

Something also has been said concerning incidents which we are to take as evidence of intransigence on the part of Local 1199. Nothing is said concerning the University's failure to agree to submit the current deadlock to mediation. If the powers-that-be really have such a good case, what do they have to fear from mediation?

Mr. Miller blithely asserts that the 500 members of Local 1199 represent only 10% of the Columbia work-force of some 5,000 people, therefore a strike could not seriously cripple the operation of the University. Even given the fact that 5,000 is an inflated figure which includes staff on all Columbia locations, the percentage is not the important factor. Mr. Miller should know better. We know where the members of Local 1199 are employed even if he doesn't. They are in the Controller's Office, the Computer Center, and the Libraries. If these nerve centers are struck, the University may continue to function, but we suggest that it will only do so with an inevitable degree of spasticity.

We are expected to be horrified because the members of Local 1199 staged a one-hour walk-out to demonstrate the unity and strength of their intentions. For this the members were suspended, and financially penalized. Yet, on prior occasions, the central administration has allowed such walk-outs to occur without exacting any penalties whatsoever.

continued overleaf →

← continued from page 1

We well understand why the ground rules have been changed at this stage of the game. We also well understand the alacrity with which central administration has taken advantage of the lack of a contract with Local 1199 by exercising the option to cease making payments to the union's pensions and welfare funds. We really, really are not that stupid, gentlemen. We know that a hard line is being taken in order to discourage the rest of us from organizing into a union. Yet, all that you are doing is convincing us more strongly that we must work for the day when every Columbia employee will be in a union. The more ruthless the pressures laid on Local 1199, the more fierce will become our resolution to unite in strength so that all of us will be able to defend ourselves from exploitation.

We are getting very tired of hearing about Columbia's woeful financial plight, particularly when we know that this makes little or no difference to the financial rewards extended to the hierarchy in Low Library. We know that the renewal of the Rockefeller Center lease in September of this year is bound to bring in several extra millions of dollars. We feel it is high time to consider ear-marking two or three of these millions for the purpose of providing Columbia staff with salaries that will yield some decency and dignity to our daily lives.

According to a further memo (July 30th) Mr. McGill states that according salary increase to the 500 members of 1199 would mean "offsetting any increased outlays through the raising of additional revenues from traditional sources...." What's wrong, we want to know, with a fund-raising drive to meet the payroll? It's been done before for faculty salaries; why not for the salaries of supporting staff, so that we can support ourselves as well as the University? References to the nation's economy and the University's "severe financial problems" are also made. But, Mr. McGill, you told us the University deficit had been halved this year, and would disappear altogether next year. As for the economy, big business reports ever-increasing profits; how about that for enrichment of the Columbia University investments portfolio?

We feel we have patiently waited too long at the end of the line. Appeals to our loyalty are wearing rather thin. Whether by better management, or by a direct fund-raising appeal, the money can be found when it must be found.

Ad hoc  
C40

**PRO · UNION  
RALLY  
(PUBLIC MEETING)**

*interesting speakers on  
the subject of unionization*

**COLLEGE WALK**

**5 PM.**

**WEDNESDAY 12 SEPTEMBER**



## WOMEN at COLUMBIA

## why we need the UNION

Upon receiving a copy of the "Columbia University Affirmative Action Program (Condensed Version)" dated December 1972 from Glen Waggoner's office, I consulted the table titled "Salaries For All Full-Time Columbia University Employees by Sex and Ethnicity." It holds no surprises. For example, most of the people earning between \$1000-5999 are females (224 out of 314); most of those earning between \$6000-9999 are female (2237 out of 4050); there are 644 males earning between \$10,000-12,999 and just 545 females.

Less than 1/3 of those earning between \$13,000-15,999 are female; 93 women earn between \$16,000-19,999 while 395 men are in that august category; 27 females earn between \$20,000-24,999 while 337 males occupy this bracket; and 28 women made it into the \$25,000+ category while 354 males pull down that no doubt well-deserved sum. Note that these figures include the faculty

Another table gives the average salaries being paid in each job title for men and women. Women's average salaries in every single job category except one, "Semi-Professionals", are lower and the total average salary for females University-wide is \$3,900 lower than the average male salary of \$12,920. It is interesting to note that the job description "Professional Managers (Policy)" is totally monopolized by males (all but 2 or 3 of whom are white), with an average salary of \$31,270. (McGill's salary of \$75,000 undoubtedly brings the average up a bit.)

In other words, if you are a woman and you work for Columbia (or anywhere else for that matter), it is fairly certain that you earn less than most of the males nearby - and no matter how smart you are, how well you work, how much education you have, how punctual you are in the morning, or how "attractive" you are--you will still earn less than most of the males nearby.

Soon we hope to obtain statistics covering full-time and "temporary" non-union office workers on campus to find out how many women eligible for our union are being discriminated against within each job category, since the figures listed above indicate that even male secretaries, clerk-typists, and clerical administrators average yearly salary is above that of females.

However, women dominate in one crucial area, and that is numbers: The number of women on the supporting staff is far greater than the number of males. And once we form our union, elect our officers, and negotiate a collective bargaining agreement with the University, salaries can be equalized within the job categories because we will be in charge of that process. Today, none other than Paul Carter is responsible for the implementation of the University's Affirmative Action Plan, and that Plan does not even aim at salary equalization, let alone at opening up the higher-paying jobs on an equal basis to women.

[This article is the first of a series.]

Ruth H. Cheney

FOR EXAMPLE, DID YOU KNOW...

Columbia University owns the ground that Rockefeller Center stands on.

The University is currently engaged in negotiation of contract renewal.

According to a recent article in CHANGE Magazine, a 6% return on the ASSESSED value of Rockefeller Center would bring Columbia \$8,000,000. This would be some \$5,000,000 more than Columbia is currently receiving from the property.

However, 6% of the APPRAISED value would bring in \$18,000,000. This, according to the article, is what Columbia is asking for.

EITHER WAY IT CERTAINLY SEEMS AS IF THEY OUGHT TO BE ABLE TO AFFORD A LITTLE BIT OF THAT FOR US.

### PROPER HEADQUARTERS AT LAST!!

WE ARE FINALLY INSTALLED IN A PLACE OF OUR OWN, WHERE WE CAN MEET, WORK, RECEIVE MAIL, LEAVE THINGS, GET PHONE CALLS, ARGUE, HANG OUT, MAKE PLANS, BE REACHED!

COME VISIT YOUR NEW  
UNION OFFICE:

**2875 Broadway**

second floor 112th Street  
663-0033

3.

# A SHORT *factual* HISTORY in the COLUMBIA - 11 FROM AN EMPLOY

1. It should be clear to all of us that in its so-called 'negotiations' with Local 1199, Low Library has been trying to intimidate the rest of us by trying to make it seem that belonging to a union will be nothing but a meaningless hassle for Columbia employees. We should refuse to be so easily demoralized in the face of such blatant stupidity.

2. The campaign began when it was stated that all negotiations must take place after hours; delegates were not to be paid for time spent negotiating. This was a break with previous precedents, clearly designed to make it difficult and exhausting for delegates to attend the bargaining sessions.

3. After the first meeting, almost a month passed by before another meeting took place, and even then there was no response to the proposals set out by the representatives of 1199. Instead they had to listen to a farrago of nonsense from Mr. McKeever.

4. While terming the union's proposals 'unrealistic', he set out a fanciful set of proposals himself: sick leave to be cut to one day per month, and not to be taken until it has been earned; a mandatory retirement age; ceiling salaries on all grades; severance pay to be reduced by the amount of compensation payment, whether drawn or not.

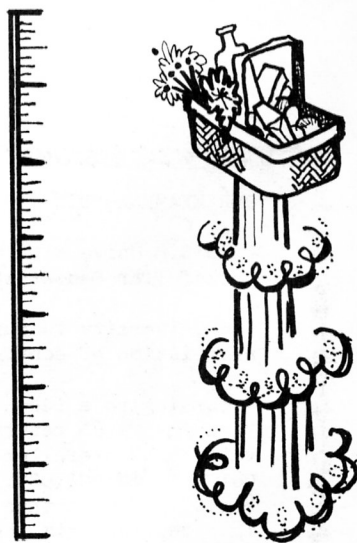
5. A week later, a trifling 2% salary increase was offered - for incumbents only - and no increase in the starting salaries was considered. There was also a great deal of hypocrisy manifested in the discussion of the union's request for another 1/2% to be paid by Columbia into the union's benefit fund. The university representative wanted to know how much Columbia employees would benefit from this addition, in view of the large turn-over in staff.

6. Since a large turn-over in staff is not peculiar to the employees who belong to the union, we might well ask how the university feels about benefits for employees who leave Columbia and thus lose whatever trifling amount has been deposited in their behalf into the Columbia supporting staff pension plan. Somehow, we don't feel Low Library worries that much about the welfare of its employees.

7. Further harassment occurred when the contract drew to an end. Employees who walked out for one hour to demonstrate their position were suspended for the afternoon and lost pay; this was another break with precedent - employees had staged walk-outs on this campus before, but this was the first time they were penalized for doing so.

## DOWNWARD

If the  
**COST of LIVING**  
has GONE UP + 25%



Then our  
**STANDARD OF**  
has GONE DOWN



# RY of RECENT EVENTS

## 99 NEGOTIATIONS

EE'S - EYE - VIEW

8.

In a further attempt to weaken the resolution of the members, the university decided, out of the gracious goodness of its heart, to award all union employees a 5½% increase, which was added to their pay for July. As of this moment, the University insists on offering nothing more than this 5½% for the first year of a contract, and 5% for the second year. It is reasonably clear that we are all going to need more than 5% in July 1974, so it is a little difficult to understand why the university would think that this is a reasonable offer which the union ought to accept.

9.

The most totalitarian measures of all came hard on the heels of the end of the contract period. Union members were told that they could no longer use University bulletin board; that no further dues would be checked off; that representatives of the Union would no longer be afforded access to University departments, and that — unbelievable as it may seem — the University would cease to make its contributions to the Union Pension and Welfare Funds.

10. Local 1199 instituted a suit against the University, accusing it of not bargaining in good faith. As a result, the University has restored the payments to the benefit funds.

11.

The union has not only reduced its proposals concerning pay, and changed some of the others — it has also been willing to submit the dispute to arbitration. This the University is not willing to go along with. Why? Don't they want a settlement? You bet they don't!

12.

They would rather see a strike on campus — for which, of course, they will blame the union employees — in an attempt to get sympathy for the university from the rest of us. They act as if they are trying to get the 1199 salaries down to our level. They don't seem to understand that what we want is to get up there on the same footing as the union membership.

13.

Every time the question of decent pay for lower level employees comes up, we are treated to cries of poverty. This poverty does not seem to have affected the salaries of the men at the top. Why is it always we, who can least afford it, who are expected to 'support' this non-profit organization by taking lower salaries? Is that why they call us the supporting staff?

## D MOBILITY:

And our  
**SALARIES**  
have only risen by  
**5½%**



**LIVING**  
**N by 19.½%!**

5.

# The Part-Time Picture

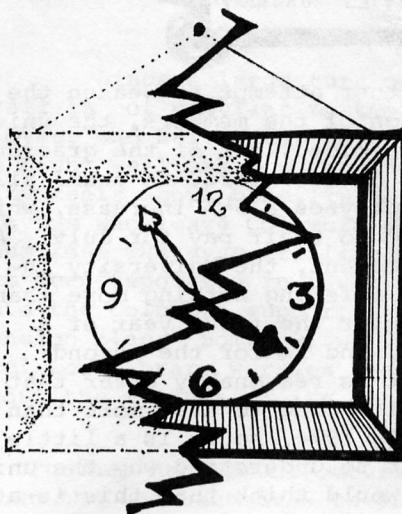
All workers on the Columbia campus need to become organized, and it is especially important for part-timers.\* We receive the lowest wages. We receive NO fringe benefits. We have absolutely NO job security. When I came to Columbia, I started working at the Library at \$2.00 an hour. Now, after three years, including summers, I'm making \$2.60 an hour. (And some of us make less.)

We have no guarantee from one semester to the next that we will be rehired, let alone receive the number of hours we need. Our hours can even be shortened in the middle of the semester. (Mine were last term.)

We get paid only when we can work--unlike the regular employees, who are allowed a certain number of sick days. When a student worker has to miss a few days, he can find himself very quickly in financial difficulties, if he hasn't managed to save something ahead. And who can, on these wages?

In short, the part-time worker is totally dependent upon the needs and budget of the University and the personal favor of his supervisor, in order to receive wages he can hardly live on. Those of us who have to buy food and pay rent at current prices on a take-home check of a little over \$30.00 a week--and many part-timers make less--don't need to be told that Columbia underpays its part-time and student workers.

How does the University get away with this? Only because we each make our own arrangements on an individual basis, from a position of absolute weakness. The only way to raise our pay and get a modicum of job security is to unite with the full-time supporting staff for collective bargaining.



We should compare our situation with that of the unionized workers. Many of us who work in the summer, work a full thirty-five hour week, often, in the Libraries, doing the same work as the full-time 1199 members. Yet the STARTING salaries for the LOWEST grade union employees is above the MAXIMUM wage for part-time workers!

And unlike the union workers, the library GA (general assistant) has no specific job description. We can be required to do anything from "light" typing and filing to such heavy work as shifting books and moving furniture--all for \$2.75 or less!

What function do the part-time, and especially the student workers, play in the over-all labor policy of the University? Is it true, as the University seems to think, that it is doing us a favor by giving us jobs at all; that jobs for students are just a kind of financial aid the University gives us out of its sense of responsibility to its students?

The Libraries--and other sections of the University as well--SIMPLY COULD NOT FUNCTION WITHOUT SOMEONE DOING THE JOBS WE DO. By having essential work done by a cheap labor force which makes, at maximum, less than the lowest paid full-time employees, Columbia is able to realize enormous savings. These savings are at our expense.

The financial advantage to the University of an unorganized part-time work force is obvious. The part-time workers' need for a union is equally obvious.

-Cindy Katz

**This article applies to student employees.**

It was written prior to the Barnard decision (see VOL. I no.4) defining the labor status of students.



## WHAT'S IN IT FOR ME?

You are in your fifties or early sixties and you think it is too late for a union to be of any real benefit to you.

But, consider this: when the union has been on campus for two years all your previous years of service at Columbia count towards your accredited years of service for a pension. Pick up a booklet at our table on College Walk, or in 101 Earl Hall, and enjoy the pleasure of working out what you will be entitled to under the District 65 pension plan.

And, of course, you would like higher pay and better medical benefits for the rest of your working life. Does it also interest you to know that there is no mandatory retirement age with the 65 plan? You can go on working as long as you wish, enjoying decent working conditions and adding to the pension which is going to help you to enjoy the comforts and joys of life when you do finally decide you want to retire. You can even take a trial retirement of six months or a year, with your right to return to your job protected in case you change your mind.

You may also be interested in having some paid 'personal' days off which do not come out of your vacation. These days would be used to take care of all the personal organizational matters that come up which can't be handled over a lunch hour or at the week-end.

There may be ideas you have about what might be put into the contract. Give us the benefit of your experience, and participate in discussions about such matters. Bring your questions and suggestions to our table on College Walk, or write to us at our office on Broadway.

The union is for everyone. Let everyone be for the union!

ARIADNE←

# AHEM:

did +5.5%  
make enough  
difference to  
you?



## LETTER:

THERE IS A PLACE UP IN WESTCHESTER COUNTY CALLED NEVIS LABORATORIES. IT IS A SCIENTIFIC RESEARCH LABORATORY THAT IS PART OF COLUMBIA UNIVERSITY, WHERE OVER 100 SKILLED WORKERS ARE EMPLOYED.

THE VILLAGE OF IRVINGTON WHERE THIS LABORATORY IS LOCATED IS A QUIET COMMUTER VILLAGE, SURROUNDED BY TREES AND GREEN LAWNS.

UNFORTUNATELY, THE GREENERY AND CLEAN AIR OF THE SUBURBS DOES NOT NECESSARILY MAKE FOR A SOLUTION TO WORKERS' GRIEVANCES --- AS A MATTER OF FACT, THE PROBLEMS WHICH BESET OUR COUNTERPARTS ON CAMPUS ARE ALSO OUR PROBLEMS.

WE HAVE BEGUN TO TALK TO EACH OTHER HERE AT NEVIS AND REALIZE THAT WE MUST TRY TO JOIN HANDS WITH THE WORKERS ON CAMPUS.

MORE LATER ON---

NEVIS WORKERS

IF THE BARNARD STAFF  
IS UNIONIZED, CAN WE  
LAG FAR BEHIND?

# 7.

REMEMBER  
THE RALLY  
SAVE THE DATE  
12 SEPT.

HELP GET MORE  
PLEDGE CARDS  
SIGNED

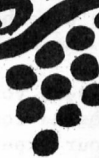
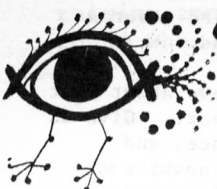
join your building committee

deadline for GRADE  
APPEALS was July 20<sup>th</sup>

if you want any help,  
advice, consultation  
on your situation,  
GET IN TOUCH  
WITH US!

mark twain  
said:  
"you gets your  
ideas where you  
gets your corn  
pone."  
think about it.

DON'T FORGET:  
YOUR EMPLOYER  
HAS A VERY STRONG  
ORGANIZATION  
— shouldn't  
you ?



DID YOU NOTE  
THE ADDRESS OF  
OUR NEW  
HEADQUARTERS?

2875  
BROADWAY,  
2nd fl. - 112th St.  
663-0033



TO ALL STUDENT WORKERS IN THE LIBRARIES:

LOCAL 1199 IS ON STRIKE. The university is trying to use student workers in an effort to break the strike. We encourage all those who are able not to work to respect Local 1199's picket lines and stay off the job. We also urge students to boycott the university bookstore. If any student workers are fired for refusal to cross picket lines, District 65, which is organizing the student workers, will provide a legal defense, and aid in getting publicity, setting up rallies, and otherwise pressuring the university to rehire them.

Local 1199 has stated that if any student worker or probationary employee is fired for refusal to cross its picket lines (this applies only to those who work in 1199 areas, e.g., the libraries) THE UNION WILL NOT SIGN ANY CONTRACT UNTIL THEY ARE REHIRED.

Student workers who are not on work-study are eligible to join District 65; those who have not yet signed pledge cards can get them at our headquarters, 2875 Broadway (112th Street). If you are interested in working with the organizing drive, or 1199 strike support, or have any questions, call 663-0033, or come to our headquarters.

AD HOC COMMITTEE FOR ORGANIZING (DISTRICT 65)

LOCAL 1199

# WHY STUDENTS SHOULD SUPPORT 1199

## SPECIFIC QUESTIONS AND ANSWERS

### 1) Why do the workers need our help? Why can't they fight the university alone?

If students boycotted classes, thus stopping the main functioning of the university, this would put tremendous pressure on the administration. Also, students can use their free time to help the strike in other ways, such as, joining picket lines, organizing petition drives and raising funds. Further, the administration is not only counting on mass student apathy to break the determination of the strikers, but also on recruiting students as union-busting scabs.

### 2) Won't a pay raise for the workers mean a tuition raise for us?

In the last six years, tuition at Columbia has gone up by close to 50%, and this trend is expected to continue over at least the next few years. Obviously this is not due to a 50% increase in wages at Columbia. If the total cost of the wage increase demanded by 1199 was paid by our tuitions alone it would mean a tuition rise of \$15 per semester or approximately \$1 per point. With the spiraling cost of living, to expect Columbia workers to forego a wage increase in order to save us \$15 on tuition is expecting working people to subsidize education at Columbia. Columbia has plenty of other assets to draw on before they go to their workers' family budgets.

### 3) Considering the financial situation of Columbia University, shouldn't we students support all efforts on their part to save money? Doesn't the University pay all that it could?

The administration has not attempted to claim poverty in this case, perhaps because the workers have a better claim in this respect. Rather, McGill has justified the university's stance on the ground that 1100s wages are "well in line" with those in similar areas of work. Actually, in other areas of the city, the 7.5% wage increase has been won by 1199. If Columbia managed its finances more efficiently, for example, charging reasonably high rates for the rental of Rockefeller Center, in place of the present "sweetheart contract" policy, the university could balance its budget at the expense of the large corporations who use it, instead at the expense of its workers and students.

### 4) If I'm on work-study or working for the University will I lose my job if I support the strike?

If any work-study students, student-workers, or any other worker loses their job as a result of their support of the strike, Local 1199 has stated that they will refuse to sign a contract until these people are rehired. Food and Legal support are available, the Columbia Spectator will write articles about any people fired.

663-0033 is the District 65 number to call if any of these problems arise.

### 5) What has been the history of relations between students and workers at Columbia?

For several years the workers and the students have supported each other's struggles. The 1968 rebellion was supported by most of the workers. This radical climate created tangible conditions for 1199 to launch its successful organizing drive in 1968-69. When the administration refused to hold elections for the union and even threw a union leader down a flight of stairs, students joined workers in a sit-in in the security office in Low Library. In 1970, when a militant union leader in the cafeteria was fired, workers from all unions on campus were joined by students in a ~~massive~~ cafeteria boycott that ended with the fired worker being rehired. And this was followed in May, 1970, by an almost week-long strike of University workers in solidarity with the nation-wide student strike against the invasion of Cambodia and the murders at Kent and Jackson State, which succeeded in paralyzing the University. When the University tried to fire the maids, students, faculty, particularly from the women's liberation movement, joined the maids and



other workers in the fight against the layoffs and for equal pay for equal work. This, the history of the relationship between the workers and the students on this campus, has been one of mutual support, and mutual gain, and mutual victory. When we have all stuck together, our common demands have been won and our common interests have been saved.

#### 6) What's in it for us?

B Because of Nixon's economic policies, everyone, students and workers, are being hit by rising food prices and increasing inflation. For students it means room rent increases; tuition hikes combined with decreases in loans and scholarships. For the University workers it means that their wages will not meet rising cost of living. Obviously, for the Board of Trustees, and the corporations they represent a situation that is not the same. Columbia owns 55,244 shares of Texaco, 15,000 of First National City, 25,000 shares of Allied Chemical and numerous other large corporations which showed record profits in 1972. The people who benefit from this situation are very small in number. A really easy response is to say that all we should worry about is our own problems; that we don't have time to worry about everyone else's. This is making sure our problems continue, and is what the University is hoping for. If all of us fight among ourselves, with students blaming workers for the rise in tuition, we will never be able to achieve our common goals.

#### 7) What can Students Do?

- a) Join the picket lines. Members of Local 241 and other workers making deliveries to the school will not cross our picket lines. The more students on the picket lines, the more lines can be formed, and the more people will refuse to cross those lines.
- b) Talk to your classes and professors about the strike.
- c) Help organize petition drives. Dan Ratner, a member of local 1199, suggested that students "...drop petitions on (Donald) Miller's desk every five minutes."
- d) Certainly students should not accept the jobs of striking workers. DON'T SCAB!

Committee to support 1199

JOIN THE PICKET LINE!

# LOCAL 1199 IS ON STRIKE!

The Committee to Support Local 1199 is made up of Columbia University, students, faculty, and community organizations; It was formed last night, Monday September 10, to support the contractual demands of Local 1199, and their strike to win these demands. The Student Union and faculty of the School of Social Work have already voted to shut down the School until 1199 wins.

The Committee to Support Local 1199 is urging all Columbia University students, faculty, and employees to follow this lead and join the picket lines on Tuesday, September 11, beginning at 6:30 A.M. and continuing until the strike is won.

What is the Columbia administration's stance? In the September 7, issue of the Columbia Daily Spectator, President McGill was quoted as saying to the American Board of Professional Psychiatry:

"My object is to set up a psychology of bargaining... the bargaining may be protracted over such a long period of time that emotional force drains away from the participants. I HAVE FOUND THAT PHYSICAL EXHAUSTION IS A GOOD ANTIDOTE FOR OUTRAGE. NEGOTIATE AND NEGOTIATE UNTIL EVERYONE IS DEAD TIRED, AND THEN THE MOMENT IS AT HAND FOR A SOLUTION...."

WE ARE OUTRAGED BUT NOT EXHAUSTED

JOIN PICKET LINE!  
RALLY 1:30 SUNDIAL  
SUPPORT MTG T'NITE  
7:00 MACINTOSH

The Committee to Support Local 1199  
(Columbia University Students, Faculty  
and representatives of Community Organizations)



## FACT SHEET ON THE STRIKE

About 500 members of the support staff of Columbia University are members of Local 1199, a national union with about 75,000 members. These include workers in the cafeteria, Comptroller's Office, Library, computer center, mailroom and the School of Social Work.

The current contract expired June 30, 1973; negotiations, which have been going on since May 1, came to a standstill on Thursday, September 6. The union membership has struck as of Monday, September 10.

### HERE ARE THE ISSUES:

#### UNION DEMANDS

1. Incumbent wages:  
7.5% or \$12.00 weekly increase  
(whichever is greater) as of  
July 1, 1973

2. Minimum Hiring Rates:  
Increase from \$132 per week to  
\$142.00 as of July 1, 1974

3. Pension:  
Increase of  $\frac{1}{2}\%$  as of Sept. 1, 1974.

4. Sick Leave:  
Present graduated scale should  
remain as it is.

5. Tuition Exemption:  
Exemption of 7 credits per year  
per employee be opened to spouse  
or child if not used by employee  
as of June 1, 1974.

6. Union Delegate Policy:  
Refusal to allow University  
interference with union structure.

#### UNIVERSITY POSITIONS

5.5% increase

\$3 per week increase to \$135.00

Increase of  $\frac{1}{2}\%$  as of March 1, 1975  
(4 months before the 2-year contract  
will expire)

Change in computation of sick leave  
which results in reduction of benefits.

Exemption of 7 credits per year  
available to employee only  
(no change in present policy)

Union delegates must represent only  
their specific departments.

The unions demands are not only reasonable but necessary. Some union members, like many students, living in housing owned by Columbia University were recently presented with rent increases of 8-15%. Also, the same demands of this union chapter for wage increases were granted to other members of Local 1199 at Harlem Hospital, a Columbia affiliate.

# THESE ARE THE FACTS!

The Committee to Support Local 1199  
(Columbia U. students, faculty, and  
representatives of community organizations)

# LOCAL 1199 IS ON STRIKE

Local 1199 is on strike for a 7.5% across the board increase at a time when food prices will have risen 20% by the end of the year and Columbia is raising its rents by 7.5%. Bill McGill makes \$75,000 a year, Paul D. Carter (Executive Vice President for Administration) 50,000, and Donald Miller (Vice President for Personnel) \$39,000 --- while the workers and students can barely afford rent, food, and tuition.

This strike marks the first time that unions and employee associations on Morningside Heights have united to oppose our common enemy --- the Columbia administration.

We need your support  
COME to a MEETING of

Students, Faculty, & Community Organizations

Tonite 5:30

Earl Hall Aud.

CALLED BY: MORNINGSIDE HEIGHTS UNION COALITION

TRANSPORT WORKERS UNION, Local 241  
LOCAL 1199

BARNARD CHAPTER DISTRICT 65

AD HOC COMMITTEE FOR ORGANIZING ( Dist. 65)

EXECUTIVE COMMITTEE OF TEACHER'S COLLEGE EMPLOYEE ASSOC.  
ASSOCIATION OF ADMINISTRATIVE SUPPORT PERSONNEL AT  
UNION THEOLOGICAL SEMINARY



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9/10/73

For immediate release

Contact: Roy den Hollander (       )       )

Members of Local 1199 of the Drug and Hospital Workers' Union today struck throughout ~~the~~ Columbia University in an escalated attempt to achieve 7.5% annual wage increases across the board and improved pension benefits. Unable to negotiate ~~xxxxxxxxxxxx~~ an equitable wage and benefit agreement since their ~~old~~ contract expired on June 30 of this year, organized workers made the decisive move from their jobs to picket lines as the University continued to refuse further discussion of worker demands.

Local 1199's <sup>delegate</sup> ~~spokesman~~, Roy den Hollander, said that the vast majority of the local's 532 members marched ~~on~~ throughout the day at every entrance to the University, and added that their strength was amplified by the active support of other labor groups, notably the <sup>Union</sup> Morningside Coalition. "Implications of a full-scale union battle were brought home to Columbia," he said "when City sanitation workers refused to pick-up any University garbage, when United Parcel Post workers declined to deliver a truckload of campus packages, and when Wells Fargo employees failed to deliver University operating funds."

The voluntary support which ~~other organized workers~~ outside unions have shown 1199 is felt to be of vital importance in <sup>(THAT UNION'S)</sup> ~~1199's~~ fight to obtain a fair agreement from the giant institution.

Jesse Olson

Union Vice President ordered early today that picketing be limited to the sidewalks and campus gates, avoiding the privately-owned campus area itself, where Columbia students & supporting the strike distributed informational leaflets. Although Columbia's severe austerity measures have met opposition from students, workers and the neighboring community in the past, confrontations have taken the symbolic form of demonstrations or job actions. ~~Thxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~

Local 1199's action today represented the first highly organised attempt to alter University policy and in fact <sup>crippled</sup> ~~xxxxxxx~~ the normal operation of the libraries, computer center, dining halls, controllers office, mailroom, and the School of Social Work.

In the waning hours of its contract, representatives of 1199 pressed for resolution of conflict through an outside arbiter, but Columbia ~~xxxxxxxxxxxx~~ refused to comply. During ~~xxxx~~ bitter and inconclusive negotiations spanning the summer months, Columbia made clear its determination to ~~xx~~ debilitate the union membership, first by abruptly walking-out of negotiations, and later by denying union officials access to University premises, cancelling Union dues check-off provisions, arbitration provisions, Union security provisions, and finally by refusing to contribute to pension and welfare plans covering unionised employees.



Nowhere was the University's bargaining position more precisely stated than in the ~~xxxxxxx~~ speech made by Columbia President William McGill to the American Board of Professional Psychology on August 29, 1973:

"...The bargaining may be protracted over such a long period of time that emotional force drains away from the participants. I have found that physical exhaustion is a good antidote for outrage. Negotiate and negotiate until everyone is dead tired, and there the moment is at hand for a solution in which everyone grasps the opportunity to save face."

from McGill's "Application of Psychological Knowledge to Conflict Resolution in a University Setting"

Before the August 31st negotiating session, Columbia agreed on that day to negotiate to a final settlement, but ~~xxxxx~~ requested a postponement until September 6. Entering that session, University attorney Joseph Peruta presented an ultimatum:

accept immediately a 5.5% annual wage increase this year, and Columbia would willingly negotiate a more favorable settlement for the contract's second year.

Not bowing to the ultimatum, Union ~~xxxxxxx~~ negotiators ~~xxxx~~ discovered that the second-year wage hike had a 5.75% ceiling. That was the University's "final offer" ~~xxxx~~ deadlocked with ~~xxxxx~~ 199's wage increase demands stable at 7.5% annually.

During 199's first strike day, union picket lines were supported by the Morningside Hts. Coalition, comprised of :

name of org      name of press contact      phone#

from Morningside Union Coalition  
Press Release

Many students also joined 1199 picket lines, and a Columbia-Barnard general student assembly met tonight to determine student tactics and participation in the strike. The University-backed "Labor Caucus" attempted to disrupt the meeting of more than 190 students who voted to support the strike.

N.Y. State Senator Sidney von Luther, a former organizer on the Columbia campus himself, stated that he "fully supported the strike because <sup>the</sup> ~~xxx~~ workers, many of whom are aged or from minority groups, were barely subsisting in the face of rising rent and food costs." He went on to say that the University proposal for a 5.5% increase would actually mean a reduction ~~inxxxx~~ in the standard of living for those workers who ~~xxxx~~ have families to support.



BONAFIDE 560-4117  
560-4300

WE SUPPORT LOCAL 1199'S DEMANDS FOR A 7.5%  
WAGE INCREASE.

WE CALL ON COLUMBIA UNIVERSITY'S ADMINISTRATION  
TO NEGOTIATE IN GOOD FAITH WITH THE  
UNION.

WE SINCERELY HOPE FOR A SPEEDY END TO THIS  
STRIKE.

Paul O'Dwyer

Congressman Charles Rangel

State Senator Sidney VonLuther

City Councilman Theodore Weiss