COLUMBIA SPECTATOR

500 Workers in Local 1199 Threaten Strike for Sunday

Union leaders of Local 1199 of the AFL-CIO, which represents nearly 500 Columbia employees, have threatened to strike when their contract expires midnight Saturday, if the university does not accede to their contract demands, several sources revealed yesterday.

The contract covers workers in the Controller's Office, the university libraries, the Computer Center, the central mail room, the School of Social Work and the cafeterias.

Vice President for Personnel Management Donald L. Miller stated yesterday that although the university and the union have not reached agreement on the new contract he is "still hopeful we are going to be able to come to a resolution through good-faith bargaining."

Mr. Miller asserted that the "initial demands of the union were at best inappropriate, but we have made some progress toward agreement." Mr. Miller added that "clearly, to date that progress has not been completely satisfactory."

Union Vice President Billie Barkley refused to confirm, deny or comment on the demands or plans of the union leadership.

Ms. Barkley said that she would not comment until after a meeting of union delegates set for last night. The entire union membership is scheduled to meet in Harkness Auditorium at 5:00 p.m.

Thursday night to vote on the strike.

The union negotiators are demanding a thirty dollar-twenty per cent across the board increase in wages, whichever is larger, for all incumbent employees, according to several sources.

One administrative source estimated that the union-proposed contract would cost about \$250,000 more than the present one and would mean a total increase in costs of approximately 35 per cent over two years.

In addition, the union has demanded a rise in the minimum university hiring scales of equal proportion to the rise in pay for incumbent employees.

The old contract provides a minimum wage of \$110-\$130 dollars for workers currently covered by the agreement which expires on June 30.

One university official stated that the administration would ride with a strike, if the union walked out, and could cover all the necessary staffing requirements with supervisory personnel. The university is prepared to fight picketing on campus, as well as sympathy strikes by other divisions of 1199 which are covered by active contracts, with court injunctions, the administrator stated.

The union demands released to Spectator also included an increase in the percentage of Columbia's contribution to the union pension fund

Campus Union Votes to Strike Following Collapse of Talks



Photo by Jeanine Barone Union backers rally at the sundial yesterday to support Local 1199.

Walkout to Occur Next Week

By DAVID SMITH

Representatives of Local 1199 voted unanimously last night to strike early next week. The decision came after contract negotiations between the union and administration broke down during a four-hour bargaining session last night.

According to Roy Hollander, a member of the union's negotiating committee, the bargaining session ended when the university made an "unacceptable response" to the union's "final offer" that it be given a \$10 or 6 per cent across the board salary increase during the first year of the 2 year contract and an \$11 or 7 per cent increase during the second year.

The effect of the probable strike could not be ascertained. Members of 1199 maintain that a strike supported by the newly-formed Morningside Heights Union Coalition would seriously affect the functioning of the university, but Vice President for Personnel Management Donald Miller said he is "unimpressed" by their coalition, and has repeatedly asserted that the university will remain open.

Local 1199, which has been working without a contract since its two year agreement with Columbia expired June 30, represents approximately 500 university workers in the libraries, central mail room, the computer center, the controller's office, the School of Social Work and the cafeterias.

The 1199 rank and file membership had empowered the negotiating committee with the option of calling a strike in order to "get decent living wages."

According to Mr. Hollander, the university's "unacceptable response" came after Columbia had agreed to be "flexible" on the

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Union Votes to Strike After Talks End

(Continued from Page 1)

increase for the second year if the union would accept unconditionally a 5.5 per cent increase the first hear.

After the union rejected the proposal, the university negotiators met outside the bargaining room and returned with an offer of a 5.5 per cent increase for the first year and a 5.7 per cent increase the second year.

The union refused to accept the offer.

In an earlier negotiating session the university had offered the union a 5.5 per cent increase for each year of a two year contract. In July, union members were granted a 5.5 per cent salary increase, retroactive to July 1.

"The university is making very small, infinitessimal moves," Mr. Hollander said, "while we have been moving substantially.

"The tiny increase they offered was just another tactic to drag out negotiations," he stated. "(President) McGill said in a speech in Montreal last week that in negotiations he always tries to wear the other side down."

Although both Mr. Miller and Director of Personnel James McKeever refused to comment on the terms of the university's latest salary offer, they both expressed disappointment at the failure of the two sides to come to an agreement last night.

"I am dissappointed," Mr. Miller said, "because I expected to get some sort of an agreement tonight. The only movement that has been made has been made by the university. I have hoped from the beginning that an equitable and just agreement could be reached between the university and the union."

Mr. McKeever stated that he is 'interested in achieving an

equitable settlement. We're here if they want us. We're prepared to return to the table and settle an agreement."

"However," he added, "when the university makes a movement in three areas—wages for incumbents, minimum hiring rates and the pension plan—and you hear nothing back across the table, then, in effect, they are telling you they are not willing to negotiate tonight."

To support the efforts of 1199, the Morningside Heights Union Coalition was organized last week. The Coalition, which consists of Local 241 of the Transport Workers Union, Local 1199, the Barnard Chapter of District 65 of the Distributive Workers Union and the Ad Hoc Committee for Organizing, has released a statement expressing strong support for 1199 and its intention to aid the union in the event of a strike.

In a noon rally at the sundial yesterday, representatives from the unions in the coalition vocalized their support for the demands of 1199.

"The university thinks it holds all the cards," Sue Costello of District 65 told the crowd of 100, "but there is a growing power. . it's you who are here. Without you there would be no university."

She added, "Mr. Miller says only 500 workers can't shut down a university. But with the help of our friends we can make a sizable struggle. District 65 won't cross picket lines, we won't take their jobs. We must stick together or we will have nothing left."

All the speakers emphasized the importance of strong student-worker cooperation to the success of the strike.

Ruth Cheney, a representative of the Ad Hoc Committee, said last night that the Coalition is forming a student strike support committee which will organize a mass meeting of students to discuss the strike. The committee will also attempt to get the written support of every student group on campus for the 1199 workers.

Ms. Cheney said she was not surprised at the breakdown of the negotiations. She commented, "The university has never offered 1199 anything. They're trying to teach the rest of the people on campus a lesson (concerning union activity). The university can afford to give 1199 what it wants."

Although issues such as contributions to the pension plan and sick leave benefits remain to be resolved both sides have agreed that the issue of salary increases is providing the major obstacle to a settlement.

Representatives of Local 1199 and the university had held an emergency bargaining session last Friday.

At the meeting, which lasted nearly eleven hours, the union reduced its salary demand from a \$12 or 8 per cent increase (whichever is more on the salary scale) for each each year of a two-year contract.

Ms. Barbara Ormerod, an 1199 delegate, stated last night that the union agreed to last night's meeting only because "we promised our members we would do everything to avoid a strike."

"Their offer of 5.7 per cent for the second year floored us," she said, "I was half in a state of shock. They were obviously trying to stall to get registration over with."

1199 will provide \$40 a week to those members who man the picket lines next week. Additional funds have been promised by the union coalition which will collect money from its members and the treasuries of the individual unions.

Negotiations broke off for the first time in July when the university stated that it would not return to the bargaining table until the union was willing to abandon the demand of a nine per cent increase. Union officials claimed that they had already lowered their salary request and refused to participate in a bargaining session with such a pre-negotiation rule. rule.

Late in August, however, the union contacted Mr. Miller and arranged last Friday's meeting. Page Eight



Dishonest Bargaining

As the leadership of Local 1199 voted last night to strike next week after negotiations broke down, the consequences of the intransigence and mismanagement of these vital negotiations by the administration has become apparent.

For months, the administration has antagonized the workers and union leaders and turned down possibilities for compromise in the apparent belief that the union would in the end surrender to the university's terms.

President McGill recently made explicit the university's attitude toward negotiations of this sort—the attitude which has now brought the university to the brink of a strike. In a speech last week to the American Board of Professional Psychology, Dr. McGill said: "My object is to set up a psychology of bargaining" in which "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. . . ."

Unfortunately for the President's progressive concept of bargaining tactics, the union—which has made repeated offers to the university for mediation, for arbitration, and compromise solutions—has not succumbed to psychological warfare, and has continued to hope that the administration will realize the seriousness of the workers' demands and the current situation.

The administration's refusal to offer any wage increase greater than the 5.5 per cent it gave the employees in July has brought the negotiations to the current deadlock. The administration's move in granting Local 1199 employees a 5.5 per cent wage increase was clearly a paternalistic gift rather than a result of agreement with the union. If this and the other steps taken by the administration had been potent moves to compel the union to settle, they might have been justifiable at least from the administration's point of view; but the 5.5 per cent "gift," indicating total contempt by the administration for the union and for negotiations, did little to weaken the union's support among workers, while increasing the anger of workers and union leaders.

Despite several opportunities for either mediation or binding arbitration of the dispute, the administration has continued to press the union to abandon most of its demands, and for the union employees to settle the dispute in return for less than they apparently deserve.

It is almost unbelievable that with a strike so near, and the inevitability of a compromise solution so apparent, the administration's negotiators apparently made their offer late last night of a miniscule one quarter of one per cent wage increase—hardly a magnanimous gesture of compromise.

Yet, with a number of campus unions indicating support for 1199, and the patience of all involved frayed to the breaking point, that offer was apparently the administration's idea for ending the wage dispute.

There is hardly space here to go deeply into the reasons that the administration must offer a compromise. One reason is, of course, that 1199 is exceedingly unlikely to agree to a new two-year contract which does not contain some net gain for its members.

But it is also evident that the administration, which constantly pleads rising prices in its discussions of tuition, rent negotiation, grant requests, and any number of other financial matters, is being both cruel and hypocritical in offering its present proposal for a 5.5 per cent increase.

Not only would this rate be insufficient to offset the normally-calculated increases in the cost of living, but it is especially inadequate when it is remembered that the current inflation, particularly in food prices, hits hardest at low-income workers.

The administration now has what it must have known all along it would get; its obstinacy has produced a breakdown in negotiations, a near-certainty of a strike, and total alienation of the union leaders and the workers. One can only hope the administration will remember the tactics of meaningful negotiation, and of willingness to compromise—before the present psychological warfare breaks down into a physical variety.

Walkout by 1199 Planned for Today

Picketing Set for Butler, Social Work, Mail Room, Computer Center, SIA

By DAVID SMITH

More than 400 members of Local 1199 are expected to man picket lines in front of six Columbia buildings today as the union begins the first day of a strike against the university.

The job action will begin at 7:30 a.m. when approximately 100 union members, joined by representatives of the Morningside Heights Union Coalition and several student groups, are scheduled to meet at Broadway and 114th Street and disperse to the picket locations at the Computer Center, Butler Library, the central mailroom, the School of Social Work, the Controllers office, and the School of International Affairs.

Several union members said yesterday that they anticipate an injunction will be served on the strikers picketing on campus sometime tomorrow, possibly early

morning.

They indicated that when the injunctions are delivered several demonstrators will be arrested peacefully and the rest will move outside the campus and set up picketing in front of the gates.

Union sources revealed yesterday that the pickets will attempt to prevent any members of 1199 from entering the buildings to "break the strike." However, the demonstrators will allow entry into the buildings by students, faculty, and non-1199 personnel.

According to one union delegate the success of the strike depends largely on the actions of student workers. The demonstrators will urge all student workers not to enter the buildings and will postpone a settlement of the strike if any student workers are penalized for absence.

Union delegates called the strike Thursday night after negotiations between the union and the university broke down. Local 1199 represents approximately 500 campus workers.

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Strike by 1199 Planned for Today

(Continued from Page 1)

Roy Hollander, an 1199 delegate, said yesterday that he doesn't expect any 1199 members to cross the picket lines, but that, if a union member does attempt to cross the line, Mr. Hollander said, "We will put our bodies there (in front of the door). I don't think there will be any physical confrontation."

All union delegates contacted over the weekend indicated that the strike had near unanimous support among 1199 union members.

Ralph Ramirez, a delegate, stated yesterday that although union members are not "gung ho" about the strike, "they understand that we've been forced into a corner, that we've tried everything."

He added, "The delegates have spoken to the members constantly over the past few months and we've been very frank with them. Because of this frankness there is no one who has been misled. They know that Columbia is the instigator and has been preparing for the strike since before June 30."

In an interview yesterday afternoon, Vice-President for Personnel Management Donald Miller stated that although he had not yet been given official information that a strike had been called, he does not think the strike will "adversely affect" the functioning of the university.

"I would be very regretful if it (the strike) occurs," he commented, "We've worked very hard to try to preclude it."

Fifteen to twenty faculty

members at the School of Social Work have already pledged not to cross picket lines, according to Jim Featherstone of the school's student union. Featherstone predicted last night that the demonstrators "can effectively lock up the building."

The school's student union voted unanimously Saturday to endorse the union's action and released a statement urging all university students "not to cross picket lines."

Featherstone said that students will picket in front of McVickar, where the School of Social Work is located, and at other locations.

First year students, who are scheduled to attend orientation at the school today, will be directed by strike supporters to an alternate site for the session.

Mr. Miller also indicated that the university would not take the initiative in resuming the contract negotiations.

"Since the university made the last movement," he said, "it is very incumbent upon the union to make the next move. We're not very far apart. We **made** a one-quarter per cent movement as a signal to indicate we were willing to negotiate with flexibility. If you're only one per cent apart you can't make a move of one per cent. Even a one-quarter per cent response on their part would have been significant."

The bargaining session Thursday night broke down when the university made an "unacceptable response" to the union's final offer that it be given a \$10 or 6.5 per cent across the board salary increase

during the first year of the two year contract and an \$11 or seven percent increase during the second year. The university had offered the union a 5.5 per cent increase for the first year and 5.75 per cent for the second

Although Mr. Miller refused to disclose details on how the university has prepared for the strike, there have been several reports that the administration has "stocked up" on oil for the Computer Center, has hired more student workers for Butler Library and will close down the Cataloguing Department in the library tomorrow in order to man the circulation desk.

Contacted yesterday, Director of Personnel James McKeever stated that in preparing to handle the strike, the university will "provide for the safety of its employees."

He denied that there has been an increase in the hiring of student workers in the library, stating that the reported heavy influx of applications for library jobs happens "every year (in September) as part of the Work-Study and other programs."

In an effort to support the efforts of 1199, the Union Coalition, organized two weeks ago, will help man the picket lines in the morning and during lunch. The coalition, which consists of Local 241 of the Transport Workers Union, Local 1199, the Barnard Chapter of District 65 of the Distributive Workers Union, the Ad Hoc Committee for Organizing, the Teachers College Employees Association and the Association of Administrative Support Personnel at Union Theological Seminary, has promised to collect funds from its members and individual treasuries in order to help the 1199 members weather the strike.

1199 will provide \$40 a week to those members who man the picket lines this week.

Aiming to mobilize strong student support for the strike, the coalition has called an organizing meeting for representatives of all student groups at 5:30 today in Earl Hall. The Columbia Chapter of the Attica Brigade and The Young Socialists Alliance have already pledged to organize students against "scabbing".



support for their demands from a generally apathetic student body picket lines yesterday for the second day in a row as they tried to win LABOR PAINS: Striking university employees in Local 1199 manned the

Campus Services

By DAVID RAAB

during a strike by members of sonnel, the university's ability to maintain normal operations Transport Workers Union (TWU) comments by supervisory peryesterday as many members of picket lines. Local 241 refused to cross 1199's Local 1199 apparently deteriorated Despite optimistic short-term

said yesterday that 75 per cent of guards and one-quarter of workers, powerhouse crews the union's members did not report groundskeepers. According to Mr leaving the university without shop Lyons, only half of the security Local 241 President Bill Lyons

Walkout Cripples Local 1199 Raises Salary Demands; Iniversity Rejects Mediation; Stages Work Stoppage Miller Calls Union 'Unreasonable

By DAVID SMITH

strike against the university continued. 7.5 per cent salary increase, rejected an offer by a federal mediator to help resolve the labor dispute as Local 1199's Columbia, citing an "unreasonable" union demand for a

junction against Local 241 of the Transport Workers Union honored 1199's picket lines yesterday. which represents maintenance workers and guards (TWU) after several hundred members of that union, The university also went to court to obtain an injun-

While the university considered the offer of mediation.

their jobs.. nearly all of the 500 members of 1199 stayed away from Local 241, which has a no-strike

it should not be enjoined from going back to work. show cause in court Thursday why university, has been ordered to clause in its contract with the

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demands since the strike began. stantially raised" its salary yesterday that the university had Management Donald L. Miller said fer because the union had "subrejected the federal mediator's of-Vice President for Personnel

second year in the last negotiating and 7 per cent increase for the first year of a two-year contract only a 6.5 per cent increase for the although the union had requested cent wage increase yesterday negotiatiors demanded a 7.5 per According to Mr. Miller, 1199's

"example Calling the union's demand an

(Continued on Page 2)

Student Reaction Some More Indifference Sympathy

personal problems and projects, difference than either sympathy or have reacted with more inmembers, concerned with their Columbia students and faculty By GREGG BLOCHE

hostility to the strike by Local 1199.

and what would constitute the best solution to the problems posed by classes, the benefits of picketing the strike, was divided opinion on whether to boycott the work stoppage. Among others, considered the issues involved in questioned said they had not really joined picket lines, most students that as many as 200 students had Although some strikers claimed

Assistant Professor of English

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University Rejects Mediation Local 1199 Raises Salary Demands; Walkout Cripples

Miller Calls Union 'Unreasonable'

(Continued from Page 1)

bargaining". Mr. Miller expressed anger at what he termed the union's "capricious attitude" toward negotiations.

"When you place a demand on the table," he stated, "you just don't turn around and raise it. We did not expect the union to ask for that 7.5 per cent increase."

1199 Executive Vice-President Jesse Olson stated last night that the union's demand was not "unreasonable," as union negotiators had declared at the last bargaining session that the union would raise its demand to the 7.5 per cent figure if it were compelled to go on strike.

"There is nothing wrong for workers to say give us this or we'll strike and raise our demands," Mr. Olson said.

In the last negotiating session, the university announced that it would be "flexible" on the second year of the 2 year contract if the union accepted a 5.5 per cent increase for the first year.

According to Mr. Olson, "It is the university that has showed bad faith by dictating what the first year in our contract should be."

According to a union source close to the negotiations, Commissioner of the Department of Mediation and Reconciliation of the National Labor Relations Board George Byrnes will visit the campus within a few days to discuss the union's salary demands with university officials.

Officials on both sides have indicated that they would be willing to resume the negotiations with the federal mediator if the other side demonstrated greater "flexibility" in its demands.

Yesterday's job action began at 6:30 a.m. when approximately 50 demonstrators, including many members of the newly-formed Committee to Support 1199, set-up picket lines in front of both entrances at 116th Street and at 119th Street and Amsterdam Avenue.

As TWU members approached the campus entrances for the 7 and 8 a.m. shifts, TWU officials succeeded in persuading many of them not to cross the picket lines.

A TWU official later announced that an overwhelming majority of the TWU members, had stayed away from their jobs.

In a mass meeting a Riverside Church yesterday, nearly 300 students in the School of Social Work voted overwhelmingly to boycott classes for the duration of the strike.

More than forty Social Workprofessors who belong to the school's Ad Hoc Faculty Committee yesterday began a boycott of classes in support of 1199. The committee, which was organized Monday has vowed not to teach classes until the strike is settled.

At a rally at the Sundial yesterday, leaders of the strike urged members of the university community to support 1199's demand for a "a decent wage" by joining the picket lines at off-campus

Roy Hollander, an 1199 delegate, told the crowd of approximately 100 people that the university wouldn't have even considered the mediation offer "if it hadn't been for this strike."

"We asked two months ago for a mediator," he declared, "Then we asked for an arbitrator. The strike, the coalition, the pickets...that's what it took to get (the university to agree to meet with) the mediator.'

Professor of Social Work Richard Cloward, a member of the steering committee of the Committee to Support 1199, sharply criticized President McGill for stating in the New York Times yesterday that the 1199 workers "are paid well in relation to "he jobs they do."

"In a humane, cosmopolitan university," the professor asserted, "one doesn't expect a statement worthy of a primitive, laissez-faire economist. Progress has come about not because of market forces, but because of the struggle against market forces."

Campus Services

(Continued from Page 1)

janitors reported for work.

However Director of Building and Grounds John C. Gardner said yesterday that all the guards had reported, and also denied Mr. Lyons' claims that the functioning of the steam and air-conditioning systems had been affected. But he did acknowledge that some personnel had stayed out, and that supervisory personnel were partially substituting for absent workers.

The university will have "no problems as long as you don't have emergencies or breakdowns," Mr. Gardner said.

Assistant Dean for Residence Halls Roberta M. Spagnola reported yesterday that she will send letters to dorm residents asking for cooperation, and supervisory personnel will "pull trash" and, where necessary, vacuum hallways. "If it's not a prolonged strike, there won't be that many problems," she said.

Dean Spagnola also reported that there "shouldn't be any disruption in security at this point," because student security guards will be "platooned" to man the residence hall desks.

Robert J. Hunt, Superintendant of Mechanical Maintenance for Buildings and Grounds, said that if an electrical or plumbing system breaks down, supervisory personnel will only be able to "shut it off and make it safe," but will not be able to repair mechanisms, such as toilets or elevators.

Operations in other areas of the university yesterday seemed also to be threatened by the continuing absence of about 500 Local 1199 workers.

Jack C. Rosen, Assistant Controller, said "the payroll will go out", but a backlog in the payment of invoices and reporting of grants will occur. The situation may become critical "in a couple of weeks," Mr. Rosen said, as creditors start to demand payment.

The Shipping Department has not received any outside deliveries since yesterday, supervisor Cosme Perez reported, and therefore has "had no difficulties." Although he was not sure whether the lack of deliveries was related to the picket lines, Mr. Perez called it unusual.

The Central Mail room, which was vesterday reported to be chaotic, is operating smoother. than ever, according to Assistant Manager Arthur H. Nelson.

He said volunteers are carrying mail to "every building on campus." Although packages are not being delivered, he claimed "we're in number one shape" with "no backlog at all."

The situations in the Computer Center, which was operating, the cafeterias, which were not, the libraries, which reduced their hours, and the School of Social Work, which remained closed by a combined teacher and student boycott, were apparently stable.

By GREGG BLOCHE

Columbia students and faculty members, concerned with their personal problems and projects, have reacted with more indifference than either sympathy or hostility to the strike by Local 1199.

Although some strikers claimed that as many as 200 students had joined picket lines, most students questioned said they had not really considered the issues involved in the work stoppage. Among others, opinion on whether to boycott classes, the benefits of picketing and what would constitute the best solution to the problems posed by the strike, was divided.

Assistant Professor of English

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Strike Reaction: Sympathy, Apathy

(Continued from Page 1)

effrey Kindley said, "This is the irst week of school and I've been o preoccupied with department natters that I haven't had time to tudy the issue."

Several undergraduates oberved that the strike's remoteness rom their daily lives made it asier to ignore.

"Elimination of food service is he only thing that affects me and now that I have to get my own food 'm eating better anyway," Jeff Berkey '76 remarked.

While some marched in the bicket lines, others spoke against boycotting classes to aid the strike.

A sophomore who preferred to remain anonymous said, "The students should mind their own fucking business, especially with school just starting. It should be left to the two sides.... Students tend to provide just emotionality to the issues."

A sophomore who preferred to remain anonymous said, "The students should mind their own fucking business, especially with school just starting. It should be left to the two sides...Students tend to provide just emotionality to the issue."

Faculty members who opposed student participation in the strike refused to be quoted. The one exception, Professor of History Eugene F. Rice, simply stated, "I deplore the union's encouraging students to cut classes to join picket lines."

Many students ignored the picketers and the other strikers who were distributing leaflets.

Berdine Abler '74B commented, "I'm used to it (demonstrations) from years past, and I just throw the leaflets in the nearest trash can."

Some students, however, vehemently support the union. Senior Bob Gruenwald, who began picketing at 6:30 a.m. yesterday.

picketing at 6:30 a.m. yesterday, declared, "I think the demands of the workers are justified."

Bruce Bernstein '76 drew a parallel between union workers and Columbia students, declaring, "My interests are with the workers. They (the university) cut my scholarship; they raised tuition seven years in a row. The workers and the students have been given two ends of the same stick, and both ends have been dipped in shit! The university has used union-busting tactics against workers and will use repressive tactics against students."

However, some were annoyed and even frightened by the picketers' methods.

"I didn't like being bombarded by leaflets and marches as I entered the gate at 8:00 a.m.," Jeff Berkey, said. "As I walked through the main gate towards College Walk, leaflets were shoved in front of me, and one striker said to another (about me), "He's moving in there!" he added.

Other students defended the picketers' right to publicize their complaints. "If you are convinced

that what you are doing is right, I think you have to get the attention of people to show that you are doing something right against something wrong," Gustavo Santos, a student at the business school, reasoned.

Some faculty members opposed the strike because they believed the university's need to balance its budget is more urgent than the strikers' claims.

Assistant Professor of Biology, Ronald R. Sederoff, explained, "My general philosophy is that everyone should be getting more money, but that's an inflationary philosophy."

Citing the possibility that increased salaries for clerical workers might result in tuition increases, Professor Rice stated, "It's a non-profit institution; it's difficult for tuition to go up anymore."

Others doubted that university savings would translate into gains for students. Bob Herbert, a sophomore, commented, "With the cost of living going up, salaries must rise too."



98th Year of Publication

GAIL ROBINSON Editor-in-Chief

DAN DOLGIN
Business Manager

Eve of Destruction

As the strike enters its third day today, with garbage beginning to pile up, guards staying away from their posts, and the general "operational calm" of the university deteriorating into operational calamity, it is vitally incumbent upon both the administration and union to relax their stubbornly-held principles and take all steps necessary to end the strike immediately.

It is obvious that the first step toward getting the dispute back to the bargaining table must be made by the administration, for after three days the administration must recognize that the gamble on its strike plan was a bad bet. Throughout July and August, when the union and observers urged the administration to settle for a compromise in the wage dispute, spokesmen for the administration claimed a strike by 1199 would jeopardize the smooth functioning of the university and that they were "not impressed" by the possibility of support for 1199 by other campus unions.

If the administration is still not impressed by that support, which has now been delivered by Columbia's maids, guards, janitors and maintenance workers, it had better open its eyes. Fifty per cent of campus guards did not report for the second shift yesterday. Elevators, not readily dispensable in a campus where many buildings are over ten stories tall, have broken down for long periods already in both Avery and Carman halls, and there are no maintenance workers to fix them. Garbage is beginning to accumulate in the dormitories. Columbia's maids and janitors may be on strike, but the rodents and other scavenging fauna who infest the dormitories even in normal times are not; it takes little prescience to know that the situation may create a health hazard very soon.

The administration seems more inclined to end the strike by obtaining an injunction against Local 241 than by negotiating in good faith.

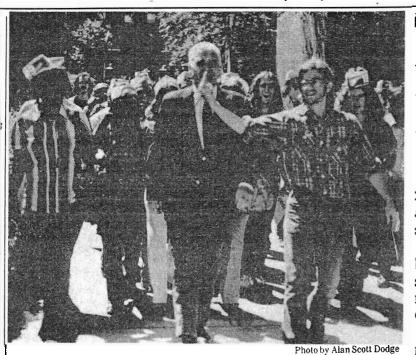
However, the court might not grant such an order and even if it is obtained, the present destructive walkout will continue today, Wednesday and most of Thursday. And, while 241 may obey an injunction, there are ways and ways of obeying an order to work. "Operational calm" will not be salvaged that way.

Not only will Columbia be in terrible shape when and if the administration is through "defeating" the union, but it has nothing to gain by such tactics. A meaningful gesture by the administration—an offer to return to the bargaining table—could well bring a quick and complete end to the strike; and a reopening of negotiations will benefit the university, for when compromise is inevitable the sooner it is reached, the better.

Obviously, it takes two sides to make a compromise.

If Local 1199 continues its unwillingness to move back somewhat closer to its earlier 6.5 per cent demand or to persist in its insistence upon mediation even after a meaningful offer by the university, the union would prolong the strike beyond the length that either side including especially, the campus and the union rank and file, can tolerate.

The first move, however, is up to the administration. If the administration takes a step toward compromise it will leave Columbia a campus. "Slugging it out" the hard way, out of continued blind obstinacy, may turn the area into a disaster area.



I LOVE A PARADE: President McGill tours Columbia's campus yesterday, maintaining his smile despite the taunts and the jeers of members of striking union Local 1199 and their student supporters.

Transport Workers End Work Stoppage

1199 Negotiator Hints at Reduction In Campus Union's Salary Demand
By DAVID RAAB
Members of Transport Workers Union (TWU) Local

241 ended their walkout in support of Local 1199's strike against the university yesterday as Local 1199 members stayed off their jobs for the third consecutive day.

No new negotiations were reported by either side as both 1199 and the university were apparently awaiting some action by National Labor Relations Board Department of Mediation and Reconciliation Commissioner George Byrnes, who visited the campus Tuesday.

However, a union spokesman indicated that the union might settle for less that the 7.5 per cent salary increase it demanded at an abortive bargaining session Tuesday. "if the management would recognize our need to im-

prove the minimum salaries and that the 5.5 per cent dictatorial offer that they made and gave is something we cannot stand."

According to President Bill Lyons, the local returned to work because TWU international headquarters misinterpreted the show cause order, which was to be answered in court today, as an injunction mandating the maintenance and security staffs to

return to work.

The mistake was not discovered until after the workers had returned to work at about noon, and, Mr. Lyons said, "it would be too hard" to get the workers to resume honoring the pickets.

Local 1199 Executive Vice President Jesse Olson declared that, despite the loss of support from 241, 1199 would continue to seek new ways of pressuring the (Continued on Page 2)

Transport Workers End Job Action

(Continued from Page 1) university for "a settlement which the membership feels is fair."

Stating "the last movement was made by the university," Vice President for Personnel Management Donald L. Milier said that he is awaiting a proposal from either the union or the NLRBofficial

According to Mr. Olson, Mr. Byrnes had listened to 1199's position and had "said he'd be back" when the university is ready for new bargaining.

The union leader commented that one reason the negotiations have not been fruitful is that "the real culprit has been hiding." Noting that neither President McGill nor Mr. Miller has directly participated in the sessions, Mr. Olson remarked, "If we could appeal to them on a personal basis maybe they would realize" the validity of the union demands.

Mr. Olson stated that he wanted to "impress management with our intention" to win the strike, in the hopes of hastening a settlement to the work stoppage.

"The hungrier people become, the uglier the situation becomes" Mr. Olson remarked, adding, "we don't want to make any enemies" within the Columbia community.

Mr. Miller said the university will operate "as long as necessary" without the services of 1199 members

1199 members.
"We will, as we have in the past, find alternative ways of solving the issue," he stated. "The strike is an inconvenience. We are not however unduly encumbered by it."
During the third day of the strike, the situation in affected university facilities seemed fairly stable as supervisors and student workers, aided by members of 241, kept operations functioning at a reduced level.

The largest problem seemed to be the result of the refusal of unionized truck drivers to pick up garbage piled inside picketed Columbia driveways.

Mr. Miller said, "The university is very aware of the sanitation standards that have to be maintained, and will take appropriate action" to solve the problem. He refused, however, to detail what measures would be taken, and would not confirm reports that the university had been scheduling truck deliveries at hours when the picket lines were not up.

Union sources had suggested this might be happening.

The cafeteria remained closed, and although a few professors held classes at the School of Social Work, Dean Mitchell I. Ginsberg said "It's too early to say its a trend" against the faculty and student boycott which has closed the school. Dean Ginsberg said that he knew of only four professors who appeared to teach their classes, but was unsure of the student turnout.

Only one student attended one of the classes and less than five attended another, according to Anne Sparks, a second year master's degree candidate at the school.

Packages, mostly books, are not being delivered from the Central Mail Room to the rest of the campus, Assistant Manager Arthur H. nelson reported, but letters are being delivered without any backlog.

The Shipping Department appeared to be operating at a reduced scale, as many truck drivers refused to cross the 1199 picket line to make deliveries.

The library system continued to operate on a limited schedule, and despite neglect of certain activities such as the cataloguing of any new

books, which, in any case, were not being delivered from the Central Mail Room, according to Mr. Miller, "it is substantially meeting its function."

The Computer Center and controller's office also continued to perform essential tasks, and Assistant Controller Hack Rosen reported quarterly and monthly reports "will not be impeded" by the strike.

At noon yesterday the picketers moved on campus in a body, and for almost an hour marched and chanted on Low Plaza. At one point some of the domonstrators marched jeeringly behind President McGill when he appeared on the campus.

Mr. Olson said the noon-time assembly, which will be repeated each day, was made to "bring to the attention" of the campus community to the facts that the strikers are "a large group, that we'er organized, and we're dedicated to winning this struggle."

150 Campus Workers Attend District 65 Unionization Rally

By MICHAEL WIDLANSKI

Clerical and other non-unionized Columbia employees who, according to one campus worker, are "the most invisible workers on campus," gathered at the Sundial yesterday to publicize their efforts to organize themselves into District 65 of the Distributive Workers of America.

The rally's organizer, Ruth Cheney, termed the Columbia clerical workers, machinists, telephone operators, bookkeepers, and student workers, "invisible, expendable, underpaid, overworked." The 5 p.m. rally attracted 150, mostly university workers leaving for the day. Ms. Cheney

Cleveland Robinson, national president of the Distributive Workers of America, spoke for forty-five minutes against the

administrations of Columbia and,

and seven others, including

ultimately. President Nixon.

"We get the least money on campus; unionized workers get \$20 to \$30 a week more than we do," Ms. Cheney declared.

"Everyone else on campus has lounges to meet in. We get bathrooms, and in Hamilton, where I work, they're pretty bad," she added. "Everyone else has at least one representative in the University Senate."

Under the aegis of the "Ad Hoc Committee to Organize with District 65," the workers are seeking better pay, job security, free health care, a real pension plan, job advancement, tuition benefits, flexible hours, and a say in day to day matters, Ms. Cheney declared.

District 65 already represents Barnard clerical workers.

Much of Ms. Cheney's speech (Continued on Page 2)

150 Campus Workers Attend **District 65 Unionization Rally**



Photo by Gary Lehman

THESE WORKERS ARE VISIBLE: District 65 organizer Barbara Buoncristiano (right) makes a point at ad hoc committee rally as leader of the rally Ruth Cheney waits her turn on the sundial.

(Continued from Page 1) discussed benefits for women, who make up a majority of the ad hoc committee's membership. Among the workers' needs, she stated. were "child care...tuition benefits to our families ... equal pay with men performing the same things we do...and an organization to negotiate a contract with Columbia so that we can protect ourselves from the low pay and arbitrary personnel policies the ministration subjects us to."

She stated her organization's support for the strike by Local 1199, "because we understand that Columbia is moving against us as well as 1199 and because their demands are fair, and there's no reason why Columbia can't grant them-now."

She added, however, that "the last thing we want to do is hurt the university or deprive poor students of a Columbia education-or in any

way inconvenience anyone."

Barbara Buoncristiano, District 65 organizer, said that any pay raise the workers might achieve would be overshadowed by "twelve men in Low Library pulling down \$500,000 annually' along with other benefits such as a "free presidential mansion and executive limousines."

Administration for opposing prolabor legislation. Other speakers included Susan Costello, an organizer for District 55, and a representative from the Maintenance Workers Union Local 241. Letters of support from Local

Mr. Robinson attacked the Nixon

1199 of New York University and Local 420 of Bellevue Hospital were announced at the rally.

Actors Ossie Davis and Ruby Dee were supposed to appear, according to an announcement, but they did not show up.



97th Year of Publication

GAIL ROBINSON

Editor-in-Chief

DAN DOLGIN
Business Manager

Columbia and Labor

As Local 1199's strike against Columbia moves into its fourth day, it is becoming increasingly apparent that the university sees the current labor dispute as its final chance to defeat unions at the university.

Every year, more and more campus workers are joining unions. The Barnard clerical workers voted to join District 65 of the Distributive Workers Union this summer, and union organizers are predicting that the Columbia staff will soon follow suit. Employees at the College of Physicians and Surgeons are in the process of organizing themselves into Local 1199.

Against this background, there have been the negotiations, since last spring, with Local 1199-negotiations which have given the university what they seem to think is an ideal opportunity to tell all the non-union campus employees that joining a union will not improve their salaries and fringe benefits. At every chance this summer, administration officials declared loudly that union employees were not going to receive larger salaries than non-union employees.

There have also been the more obvious "union busting" tactics—the attempt to pit 1199 and District 65 against each other, the barring of the Ad Hoc Committee for Organizing (District 65) from University facilities and the abrogation of all the university's contractual agreements with 1199.

The university's "get tough" policy is wrapped around a core of what can either be construed as naivete or malicious ignorance. Most employers now accept unions as a basic, although perhaps an unwelcome, fact of life. It is time Columbia came to this realization.

There is no point to telling workers they will not benefit from joining a union—there is some truth to the old cliche that "in 'ity there is strength." As this week has shown, when 500 workers demand an increase the university cannot simply dismiss their demand without facing very serious consequences.

The university must recognize this--the people who run Columbia must know that statistics very clearly show that workers do benefit form unions, that unionized employees work under better conditions, make more money, have greater job security and retire with some degree of security. Would President McGill try to tell the United Auto Workers that they had not benefitted from their organization? Would Vice President for Personnel Management Donald Miller tell the grape and lettuce pickers in California that a union will not help them?

Columbia is not so different from these places as some might have us believe. Like other corporations, it is attempting to allocate its money in the way that management believes is best, and the payment of non-professional personnel is a very low priority.

The university, which has vowed to professionalize its personnel policies, must recognize the fact that unionization is a trend that has been going on for almost a century. It is not something that Mr. Miller or Dr. McGill can wish away, or a trend that can be reversed with bungling hard line tactics. If a recurrence of this week's disaster is to be prevented, the university must abandon the distortions and harassment which have marked the past few months and adopt a realistic, conciliatory labor policy.

150 Campus Workers Occupy University Personnel Offices

(Continued from Page 1)

All of the union's picketers moved from their posts around entrances to the campus and assembled at Broadway and 116th Street at 12:30. At 1 p.m. twenty 1199 members, including Ms. Barkley and union organizer Steve Frankel, moved into the personnel office in Dodge Hall, securing the inner office, while the mass of union members and supporters marched onto campus, heading towards Low Library.

When Columbia security guards rushed to guard the administrative offices, about seventy demonstrators turned surging unimpeded to join those already in Dodge Hall. Chanting demands for Mr. Miller's appearance, they entered the inner office, sprawling over furniture and equipment. Secretaries departed soon after the demonstrators arrived.

When Mr. Miller returned from lunch at about 1:30 with Associate Personnel Office Director James W. McKeever, the jeering strikers refused an offer to speak with Mr. McKeever, shouting, "We want to talk to someone who can make a decision."

Mr. Miller then asked Ms. Barkley, "Would you do me a favor, please? Would you just ask your associates to get off my furniture?"

Ms. Barkley replied, "We're not here to destroy. We're here to talk" about the contract. The workers then moved off the desks and filing cabinets, standing and sitting on the floor and crowding around Mr. Miller's desk.

Mr. Miller requested a private meeting with Ms.Barkley, who asked, "Are you saying if my coworkers leave you are ready and willing to negotiate?"

"I didn't say that," Mr. Miller replied. When later asked why he remained in his office if he did not plan to negotiate Mr. Miller stated, "I can't accomplish my normal work," and added, "I think it is in my best interest to be here."

my best interest to be here."
During the afternoon, various university officials, including Vice President for Business Joseph P. Nye, Deputy to the President for Student Affairs Phillip D. Benson, University Proctor William E. Kahn and Assistant University Delegate Henry Fayne visited the

office, apparently to watch for violations of the Rules of University Conduct.

After 3 p.m. university labor lawyer Joseph Paradua worked in a room directly outside the occupied suite, where he periodically conferred with Messrs. Miller, Nye, McKeever and others.

At 6:30 p.m., Mr. Miller announced that the office, which normally is locked at 5 p.m., was "officially closed for the day," and suggested the demonstrators follow his example and leave. The workers hooted at Mr. Miller, saying the office suite was now "strike headquarters."

The workers prepared to settle down for the night, as their number dwindled to about 30.

Mr. Hollander explained that some members had to leave to get ready to man picket lines. Plans were made to picket at 5:30 a.m., and to continue to prevent deliveries by unionized truck drivers.

As the protesters settled down to Monopoly, jig-saw puzzles, pinochle, sleeping and watching the Mets on TV, other strikers made plans for a mass student rally at 10 p.m. on the sundial. An intensive canvassing effort in the dorms brought out about 170 persons.

Speakers representing 1199, Transport Workers Local 241, District 65 of the Distributive Workers and student workers addressed the gathering, which after a half hour began a vocal march, chanting "McGill, you liar, we'll set your head on fire," and then returned to the Sundial where Dr. McGill was burned in effigy.

The security guards locked the main doors to Dodge at 11 p.m., leaving the demonstrators with easy exit via windows. Four security guards remained inside the building with about 30 occupiers.

The future plans of the demonstrators seemed unclear. Ms. Barkley said, "we'll have to react" if the university attempts to remove the strikers. She noted that whatever other effects the building occupation might have, "it gives us a headquarters."

Protest Continues Through Night

By DAVID RAAB

Members and supporters of striking Local 1199 occupied the Central Personnel Office in Dodge Hall yesterday afternoon, and remained through the night, vowing not to leave until the university begins negotiations or accepts mediation of the local's contract dispute with Columbia.

Vice President for Personnel Management Donald L. Miller, whose office is in the occupied site, spent much of the afternoon with the strikers, but refused to begin negotiations or contact federal mediator George Byrnes.

Roy Den Hollander, an 1199 delegate, said the take-over was intended to call public attention to Mr. Miller's refusal to meet personally with the negotiators for the union, and to provide a "highly visible event on campus to reach the students who aren't aware yet" of the issues in the strike.

Throughout the day, Mr. Miller, who appeared tense, but calm, reiterated his invitation for Union Vice President Billye Barkley to meet personally with him, but Ms. Barkley turned down the offer each time, restating instead the union demand that the vice president agree to talk to the union negotiating committee.

At 10 p.m. last night a rally was held at the Sundial to support Local 1199 and the demonstrators who still remained in Dodge.

Plans for the take-over were approved by the union delegates at around 11 a.m. yesterday, according to Mr. Hollander.

(Continued on Page 3)



Photo by John Yee

Union members confront Donald Miller with strike demands.

Campus Union to Escalate Tactics; Columbia Assails Use of 'Pressure'

In the wake of the occupation of the office of Vice President for Miller, Local 1199 representatives asserted yesterday that the union would escalate its tactics in order to get the university back to the bargaining table, while the university declared that it would not be influenced by "pressure tactics."

Federal Mediator George Byrnes, who failed in an attempt to get the two sides back to the bargaining table Tuesday, said last night that he will contact the union and the university soon to determine how far apart the two are. "exploratory stage" of the mediating procedures, Mr. Byrnes said that he will decide whether to attempt to resume the negotiations after he has spoken with the two sides privately.

Although neither the university nor the union initiated any moves toward resuming the negotiations yesterday, Mr. Miller invited union organizer Billye Barkley to meet with him privately. Ms. Barkley refused the invitation, declaring that the "only thing that would get me to meet with him privately is if he agrees to our 7.5 per cent increase."

"What could he possibly say to (Continued on Page 6)

Workers to Escalate Tactics; University Assails 'Pressure'

(Continued from Page 1) me in private that he can't tell to the negotiating committee?" Ms. Barkley added.

In a statement released yesterday, the university urged the union to join "us in making Columbia University financially viable, thus providing the jobs and security sought by all."

Stating that the strike "must be settled at the bargaining table, not on the Sundial or in occupied offices, the university sharply criticized the union for waiting "until faculty and students returned in order to enlist them as aides in pressuring the administration into a settlement on terms dictated by the union."

Executive Vice President of 1199
Jesse Olson reiterated his previous
statement that the union is
"prepared to negotiate in good
faith if the university moves on its
salary offer of 5.5 per cent. The 5.5
per cent precludes any meaningful
negotiation."

Claiming that Columbia "can afford to give us what we want," Mr. Olson said he "could not tell" when the university "will feel compelled to accept the mediation."

He also asserted that the workers would continue to "escalate our fight and stay out as long as we have to."

Asked whether he approved the campus delegates' decision to occupy Mr. Miller's office, Mr. Olson replied, "I favor any action the workers take to win their rights. In a situation like this where the university is acting in a dictatorial manner, workers have a right to take such action."

According to an 1199 delegate, President McGill yesterday declined to accept an offer by State Senator Sidney von Luther "to help bring the two sides together."

According to the delegate, President McGill, when informed of Mr. von Luther's offer, said, "Tell Sidney I don't want to talk to him."

Declaring that President McGill "wouldn't have said that to a white senator," Mr. von Luther called the **President's** statement "an insult to my office, the quintessence of racism."

Mr. von Luther, who endorsed the strike in a statement on Sunday, termed the university's handling of the labor dispute "a variation on a Columbia theme, buttressed by Nixonism."

"Columbia continues to be intransigent," he charged, "It refuses to negotiate. It pretends that people who work for the university are non-people."

Although the union organizers said they could not predict the tactics they would use if the sit-in failed to get the university back to the bargaining table, several strike leaders indicated that the union members have been getting angrier as the four-day job action has progressed.

Commenting on the reported changing mood of the strikers, Steve Frankel, a union organizer, asserted yesterday "Management thinks the workers are going to stand out in the cold till they freeze to death."

He said that the strikers would "go anywhere to negotiate whether it's Miller's home or McGill's home."

"You should have heard the talk on the picket line today," he commented, "There might be things going on here that nobody ever dreamt of before."

COLUMBIA SPECTATOR

Millerism

Yesterday, the dispute between Columbia and Local 1199 gained an added dimension as striking workers and their student supporters occupied the personnel offices in Dodge. While a sit-in is not an orthodox tactic under such circumstances, we can well understand the frustration that drove 1199 to march into Vice President for Personnel Management Donald Miller's office to demand a resumption of negotiations. Mr. Miller's comments during the sit-in did not serve to explain the university's position or to hasten a settlement of the dispute, but rather to increase the union's rage.

As Local 1199 talked with Mr. Miller it did not make rash demands, but asked only that Columbia either return to the negotiating table, with Mr. Miller as its representative, or that the university agree to submit the dispute to a federal mediator.

With the largess that has come to characterize Mr. Miller's posture during the dispute, he conceded he would meet with union Vice President Billye Barkley privately, presumably, however, only after the demonstrators left.

The union has placed its demonstration in the best possible light. It has not sat in Mr. Miller's office demanding a 7.5 per cent pay increase "or else. . . " During its presence in the office, the union has handled itself in an admirable manner.

Mr. Miller, on the other hand, responded in a style so typical of him that it can be best described as Millerism—an obstinate, anti-union attitude toward, or means of dealing with, a labor dispute. The vice president attempted to stare the workers down, to get them to leave by the ruse of a private meeting with Ms. Barkley and by reasserting his hard line stance.

Such an attitude cannot conceal the truth+the fact that the university has rejected an offer of mediation and that their tactics have indicated a vindictive anti-union posture.

We are at a loss to understand Mr. Miller's repeated insistence on a private meeting with Ms. Barkley. Certainly he could not expect that the union would accept this paltry offer as a substitute for their demand to negotiate or mediate. Mr. Miller said he would talk, but not negotiate, and gave no guarantees as to what he would talk about.

Clearly the union is being driven to the point of desperation by an unresponsive university administration.

Individuals who do not earn enough money to amass large savings have lost a week's salary and, with prices rising, a \$40 a week allowance from the union will not last very long.

As Ms. Barkley said of 1199's members, "Everybody's tired, hungry, angry, worried about the rent, worried about having to stand on those lines." The union, at this writing, is sitting in Mr. Miller's office not demanding an immediate cure for all these ailments, but rather the slightest move from the university—a move back to the negotiating table or one toward mediation.

In its statement today, Columbia did not defend its refusal to negotiate or mediate, but instead spoke of a fiscally troubled university, and the specter of invoking another tuition increase. In avoiding the issues that could only tarnish Columbia's reputation, the administration showed that it is better at handling public relations than labor disputes.

The personnel office, we must believe with the staunch approval of President McGill is adhering closely to its policy of "Millerism." In light of this attitude, as exemplified by the vice president staring at the demonstrators while worrying about his newly purchased and obviously expensive furniture, we can fully understand both the union's occupation of the personnel office and its threat to escalate its protests further.

As has been demonstrated in the past, as when students and community leaders stopped the construction of the gymnasium in Morningside Park, Columbia will not attempt to compromise until they are pushed to, if not over, the brink of disaster. Mr. Miller has stated throughout the strike that the university is "operating smoothly." Perhaps now that his office can no longer operate smoothly, Mr. Miller will realize that the strike is a grave matter which must be settled by serious negotiation rather than by stubbornness.

Letters to the Editor of Spectator: Savas, the Strike

Long-Range Damage

To the Editor:

Commentary on the current strike of Local 1199 employees against the University administration has focused almost exclusively on the depressing reality of student apathy while ignoring the damaging longrun effect the dispute may have on Columbia University.

The McGill-Miller administration must not be absolved from the consequences which may ensue from its intransigent and callous employee policy. Adopting a "hard" bargaining stance, the administration has decided to "take" a strike rather than submit to impartial mediation or arbitration of Local 1199's "unreasonable" demands for 7.5 and 7 per cent wage increases for the next two years respectively. With an eye toward convincing the larger non-unionizing supporting staff of the futility of union organization, thereby encouraging repudiation of the District 65 union, the McGill-Miller administration is seeking to solve its

financial crisis by maintaining low compensation levels for its nonprofessional employees.

Admittedly, the University is in desperate financial straits, but the long-run solution to its fiscal difficulties, I would submit, does not lie in alienating its work force. The relatively insignificant sums that the University would save by bringing Local 1199 workers to their knees, forcing them to return to work at inadequate wages despite ever-rising living costs, would soon be outweighed by the low productivity rates that inevitably accompany a disgruntled work force.

The University's short-run wisdom and long-range idiocy in labor relations has been reflected in other areas as well. The brand of foresight that President McGill has displayed in this dispute has also been evidenced in the administration's policies with respect to tenure and upkeep of dormitory facilities. Short-sighted budgetbalancing has resulted in the loss of numerous young teachers of considerable vitality and talent, leaving the University with a faculty of fading fame, soon to retire of leave for "greener pastures," without the kind of "farm system" it needs to retain its berth in the academic "Big Leagues." Similarly, the persistent deterioration of the dormitories and other facilities comprising, what can only be euphemistically termed,

"student life" at Columbia has resulted in a student body even more reluctant that its notorious predecessors to contribute to Alma Mater once it obtains positions of power and wealth in the larger society.

The McGill-Miller administration may be able to obtain an injunction against Local 241 of the Transport Workers Union, whose members have refused to brave the picket. lines (a remnant of the labor solidarity tradition which accompanies most strike situations in private industry). Local 1199 members may ultimately kowtow to administration intransigence (helped along in no small measure by a ready supply of temporary student workers). But, in the long run—a point of view which President McGill seemingly avoids at all costs—the University will suffer.

Samuel Estreicher C'70, L'75 September 12, 1973

Common Interests

To the Editor:

Under the guise of reasonableness, the Spectator's September 12 editorial in fact takes the side of the administration against the union's demands. The Spectator claims "Obviously, it takes two sides to make a compromise." Spectator wants the union to weaken its bargaining position by

lowering its demands to 6.5 per cent. They even suggest the 1199's desire to have the strike mediated is stubborn. Rather than concentrating on the merit of a 7.5 per cent wage increase, they focus on maintaining "operational calm." Considering run-away food inflation and rapid rent increase, the union's demand for 7.5 per cent is reasonable. Spectator would put the burden of nation-wide economic problems on the people who keep the University running, people who are among the lowest-paid workers in the country.

The 12 top administrators of the University earn a total of \$500,000 per year. If the University can afford to pay its top officials salaries like that, it can afford to grant the members of 1199, many of whom are ghetto residents, a 7.5 per cent wage increase.

Although Spectator correctly pointed out that it was up to the administration to make the first move, we believe that Spectator should come out squarely on the side of the just demands of the union. The only way the majority of the American people who are hurt by the current economic situation are going to avoid bearing the brunt of these economic problems is if we strike together and defend our common interests.

The Committee to Support 1199 September 12, 1973

Contract Settlement Reached In University Labor Dispute



Donald L. Miller

Workers Win 6% Raise for First Year, 6.5% for Second Year of Contract By DAVID SMITH

Following a five-day strike by campus employees, representatives of the university and Local 1199 of the Drug and Hospital Workers Union reached agreement on the terms of a new two-year contract early Saturday morning. The accord is expected to be ratified by the union's membership at a meeting this morning.

Under the terms of the new contract, employees in 1199 will receive a 6 per cent or \$10 salary increase (whichever is greater) retroactive to July 1 this year, and a 6.5 per cent or \$10 increase next year.

The university had previously been unwilling to move above its 5.5 per cent pay increase offer, while the union had struck for a 7.5 per cent raise.

The contract agreement was the result of a twelve-hour bargaining session with federal mediator George Byrnes which began early Friday afternoon after the university

announced that it would accept the services of the mediator. The university had previously rejected a mediation offer by Mr. Byrnes last Tuesday.

On hearing that negotiations would resume Friday afternoon, union members and supporters who had occupied the office of Vice President for Personnel Management Donald L. Miller Thursday, vacated Mr. Miller's office.

Prior to the union's decision to leave the personnel office, the university had obtained a temporary restraining order from a federal court Friday enjoining 1199 members and supporters from "engaging in trespass and assembling to interfere" in the normal operations of the university.

Local 1199 yesterday called the settlement "a major victory" for union members and claimed that the university "backed down from its final offer of a 5.5 per cent annual wage increase and bowed to union demands for a money increase on the base salaries."

A member of the union's negotiating committee yesterday

(Continued on Page 3)

Union, University Reach Accord on 2-Year Pact



Photo by Jeanine Barone

School of Social Work students march on Low Library early Friday, shortly before tentative union accord.

Workers Win 6% Raise for First Year, 6.5% for Second 'Year of Contract

(Continued from Page 1) termed the contract a "compromise" and a "partial victory."

The university's "whole strategy" he asserted, "was to stay at 5.5 per cent. By sticking at that figure it would set a negative precedent for District 65 (which is currently organizing non-unionized supporting staff). Their attempt to set up precedents that the union will accept what the university dictates failed."

Mr. Hollander said that the university "did not plan on the support of the TWU, the other unions and the students for our contract demands."

A few hours before the resumption of negotiations Friday, 150 students from the School of Social Work, who boycotted class last week in support of 1199, marched from McVickar Hall on 113th St. to Low Library to demand that the university "act now to initiate active dialogue and mediation with 1199."

While the students chanted "No Contract! No work!" and "We want Class! We want Class!" outside Low Library a committee of three delivered a statement to President McGill urging the university to settle the labor dispute. They were told by Deputy to the President for Student Affairs Phillip Benson that the President was not in his office.

The demonstrators then dispersed joining the 1199 members on the picket lines.

In another development on Friday, 1199 members attempting to occupy the Payroll Department of the Controller's Office on St. Clair Place and 125th St. shattered a large portion of the building's glass front door during a struggle with a security guard who blocked way as they tried to rush through the entrance.

Contacted Friday Mr. Miller

Contacted Friday, Mr. Miller sharply criticized the union for the incident at the Controller's Office, calling the tactic a "first rate demonstration of vandalism. It's sheer foolishness."

Representatives of the university were unavailable for comment on the two-year pact yesterday.

During the twelve-hour bargaining session Friday, the university and the union reachedagreement on minimum salaries, pensions, and a variety of other issues.

On the question of minimum salaries, which affects workers hired after June 30, the university withheld any increase during the first year of the contract, but granted the workers a \$10 increase for the first half of the second year and an additional five dollars for the last six months.

In earlier negotiations the university had offered a four dollar increase in minimum salaries for each year of the contract. Under the old contract, the salaries of newcomers were not separated from those of incumbents.

In resolving the dispute over pension benefits, the university agreed to increase by one-half of one per cent its contribution to the union pension fund. Currently, the university and the union each contribute five per cent of the union members' gross salary.

The union and university representatives also appointed a joint committee of five delegates and five administrators from each of the five bargaining units—the libraries, the Computer Center, the Controller's Office, the School of Social Work and the Central Mailroom—to recommend a tuition exemption plan which will be put into effect by spring of 1975.

During the course of the bargaining session the university withdrew their previous proposal to change the sick leave benefits provided for under the old contract. The union had opposed the change.

The university also withdrew its demand that a union delegate must represent an area in which he works. The union had opposed this action, claiming it would give the university the ability to remove a union member from his position as a delegate by transferring him to another job area.

The university, further agreed to make public the seniority roster which announces which workers are in line for a promotion should a position become vacant. According to Mr. Hollander, this new provision in the contract will "put an end to favoritism" when employees are picked for promotions.

In other agreements reached at the bargaining session, the nodiscrimination clause which, under the old contract includes reace, religion, creed and race, has been expanded to include "sexual preference."

The university also agreed to define the job descriptions of workers in the Controller's Office. Local 1199 members have complained that they are sometimes given work which they aren't paid to do.

"This agreement," Mr. Hollander explained," will guarantee that someone on a level three job will only do level four work if he is paid a level four salary."

Although Mr. Miller stated that the "large majority of the demonstrators" acted with decorum "in the occupation of his office, he said that when the protesters left, he found his desk "carved up, some personal matters missing and certain card files, such as those for workman's compensation removed from the cabinets."

Commenting on the union's seizure of his office, Mr. Miller said, "When 150 people break into an office and seek to intimidate by coercion what they can't do by reason, it makes it very difficult to take a rational approach to negotiations."

The missing files, he asserted, "will make it more difficult for us to serve the needs of our own people."

Columbia's Obstinacy, Failure to Deal With 1199 Delegates Indicates Need to Reevaluate Bargaining Tactics

By DAVID SMITH

The university's hard-line stance in its labor dispute with local 1199 coupled with its overestimation of the influence union leadership wields over delegates and the rank and file indicated an urgent need for Columbia to reevaluate its labor bargaining tactics.

From the beginning, it was clear that the university believed that any concession to Local 1199 would be taken as a sign of weakness by other campus unions or by the 4500 other campus workers currently being organized by District 65.

The university was keenly aware that its actions were being carefully evaluated by organizers

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for District 65 as an indication of the university's determiniation to keep wages down.

The university administration harshly condemned the union's position and refused for two months to budge from its offer of a 5.5 per cent increase for each year of a two-year contract.

When it did move, last Sunday, it agreed only to "be flexible" on the second year of the contract if the 5.5 per cent increase was accepted. Union delegates emerged from that session outraged and more determined than ever to win their demands.

Clearly, the relatively small distance between the two sides on the salary increase figure —at one point it was just one per cent—was less important to the union members than their desire to not let Columbia push them around.

Many of the workers who manned the picket lines expressed deep feelings of resentment toward what they consider the university's policy to treat them as "nonpeople", as "nobodies." Many viewed the salary issue as an opportunity to "get back at the university."

Evidently two recent statements by President McGill added to the workers' discontent. In Montreal two weeks ago, the President told the American Board of Professional Psychology that, in handling negotiations, "physical exhaustion is a good antidote for outrage." And, in a statement in the New York Times last week, the President asserted that the 1199 workers "get paid well in relation to the jobs they do."

The two statements apparently

convinced strikers that the university "doesn't understand the problems of working people fighting inflation" and the increasingly militant tactics were needed to get the university to "negotiate seriously."

As a result, the strikers and their supporters occupied the office of Vice President for Personnel Management Donald L. Miller and picketers at the Controllers Office attempted to seize the payroll department.

In addition to its obstinacy on the salary question and its less than intelligent public statements, university committed another tactical error in overestimating the influence of the union hierarchy has over actions of the delegates and rank and file membership.

The university perceived the union as an organization in which the dictates of executive vice presidents and executive secretaries are obediently carried out by the docile rank and file.

Although the university frequently defended its bargaining tactics by stating that it was acting on "signals" sent out by the union leadership, these "signals" did not have the support of the delegates.

As the negotiations dragged on the union delegates became increasingly disenchanted with the "downtown" leadership and began to press for a greater salary increase than the union leadership considered wise.

As one union source stated last-

week, "We were getting sick and tired of seeing Billye Barkley (1199 organizer) negotiate privately out in the hall with Jim McKeever (director of personnel) and Joe Peruda (a university lawyer)." The university clearly concentrated its efforts on settling with the leadership instead of dealing more directly with the delegates.

Bowing to the pressure of the delegates, who have much greater contact with the union's rank and file, the union officials began to negotiate more in line with their desires.

As a result, the university charged that the union was not bargaining in good faith and both sides were further polarized.

In the next few months, the need to resolve the apparent breach between the union's leadership and union delegates will take on increasing importance within 1199.

For the university, the strike and the occupation of the personnel offices is an indication of an increasing militancy among campus employees which threatens a volatile labor situation for the next few years.

If the university expects to come out of these future labor battles without gaining any additional scars, it would do well to behave less abrasively in its dealings with the unions than it did in the 1199 dispute, exercise greater flexibility at the bargaining table and evaluate more carefully who really controls the unions.



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Return of the Dinosaur

Like a torpid dinosaur, sluggish and dull in reacting to the obvious dangers of its environment, the Columbia administration finally awakened last Friday to the necessity of negotiating with the union, and in one marathon bargaining and mediation session settled its dispute with Local 1199.

While it is slightly encouraging that the administration did, eventually, get around to negotiating, it is appalling to see how long it took the administration to perceive the realities of the strike—and even more appalling to see that, like so many times in the past, it took the tactics of massive confrontation to bring the administration around to reality.

For it is apparent that every condition for negotiating present last Friday was present Thursday, Wednesday, or even on Sunday before the strike—except that hundreds of workers had not yet occupied Vice President for Personnel Management Donald Miller's office.

In normal management-labor negotiations, sitting-in by the union is an irrational and dangerous tactic, one very unlikely to succeed.

Local 1199, however, understood the Columbia administration well enough to see that it takes such tactics to bring this university around to reason.

Besides the sit-in by the union, there were a number of other conditions needed for the successful negotiating session on Friday. George Byrnes, the federal mediator, was present. Union negotiators had to be willing to come down from their 7.5 per cent wage demand. And both sides had to recognize that a continuation of the strike would cause them both grave damage.

But every one of those conditions was present earlier in the week. Federal mediators contacted the administration and the union on Monday, and could have come even earlier if the administration had not refused the union's offer to mediate for so long. The union was offering terms not far from the present settlement on Sunday night.

And either before the strike began, when the membership of Local 1199 showed its willingness to strike, and other unions, including the powerful Local 241 of the Transport Workers Union, promised support for the strike, or after the strike began, when that willingness and promise of support were translated into action, the heavy cost of the strike must have been clear to the administration.

Yet Vice President Miller refused to convene meaningful negotiations, or accept mediation, until finally shocked into his action by Local 1199's occupation of his office.

This is hardly the first time the Columbia administration has turned a deaf ear and a dulled perception to the vital needs of campus groups until those groups forced a confrontation. In April 1972, President McGill refused to call a one-day moratorium of classes—until students marched into a University Senate meeting. Last October, the administration refused to listen seriously to the demands of the Latin American Student Organization—until the organization marched into a senate meeting.

It is one of the campus' worst misfortunes that its bureaucrats do not recognize the necessity to negotiate until they hear, within their offices, the sound of marching feet. We can only hope that this destructive tendency to procrastinate until crisis and confrontation result will not push the administrative dinosaur the way of its extinct biological predecessor.

Columbia Reaches Accord With Union On Contract for 500

A tentative settlement was reached yesterday by Columbia University and the union representing 500 striking clerks, food handlers and other workers, a union spokesman said.

The settlement was reached with the aid of a Federal mediator in negotiations that lasted until 2:30 A.M. yesterday. The terms of the tentative contract will not be disclosed until the members of the union ratify it. A vote on the new contract is scheduled for tomorrow.

The union, Local 1199, the Drug and Hospital Union, had sought an across-the-board 7.5 per cent wage increase over

the next two years.

The workers, including nonprofessional personnel employed in the university's computer center, library, controller's office, cafeteria and the School of Social Work, went on strike last Monday.

About 40 clerical and cafeteria employes staged a 24-hour sit-in in the university's personnel offices on Friday. The strike has closed campus cafeterias and the Graduate School of Social Work, whose faculty members and students voted not to cross picket lines.

The sit-ins ended when the resumption of negotiations, with a Federal mediator included, was agreed on. The sit-in ended just before a court order against the action was signed.

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