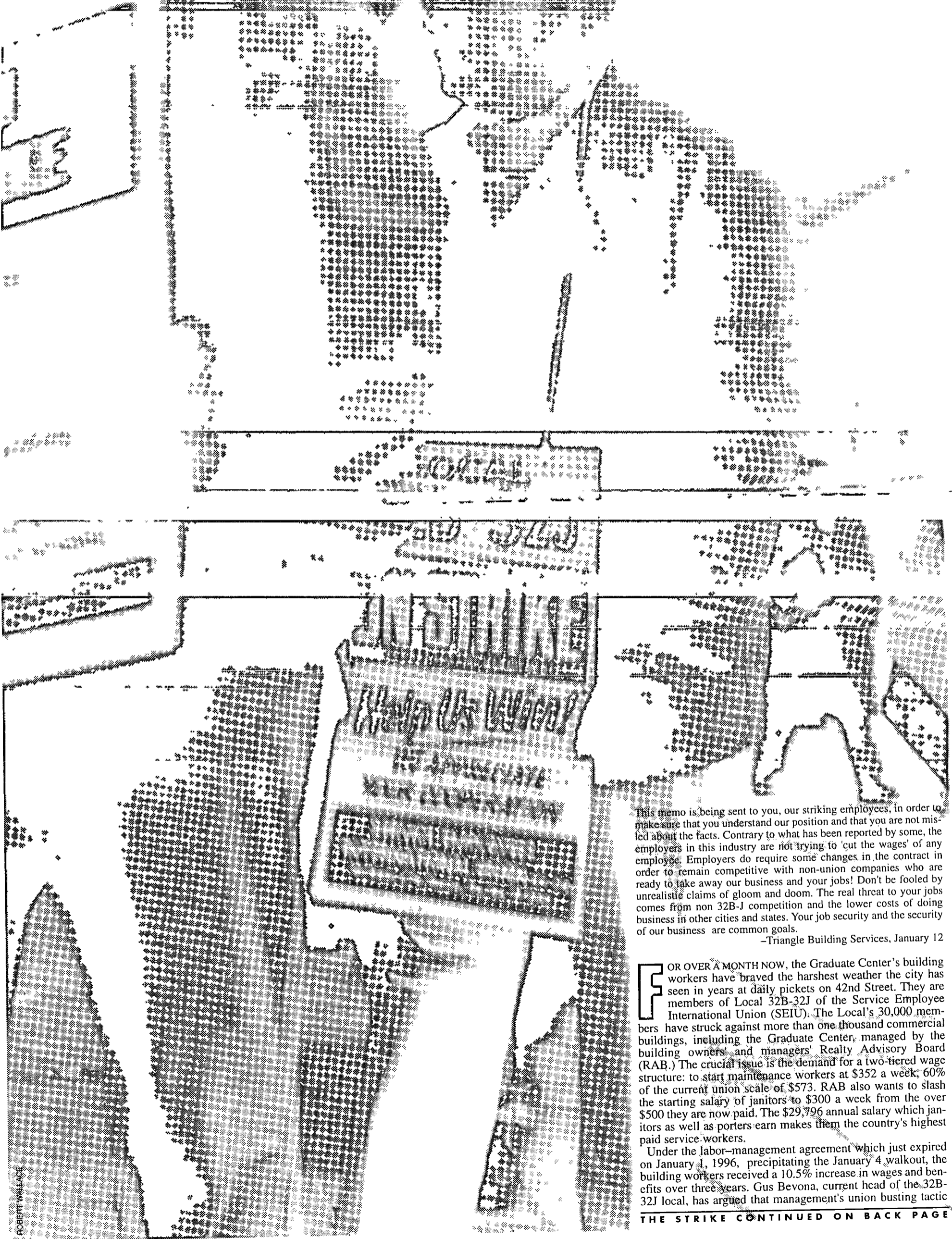


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THE ADVOCATE

CITY UNIVERSITY COLLEGE GRADUATE SCHOOL AND UNIVERSITY CENTER



This memo is being sent to you, our striking employees, in order to make sure that you understand our position and that you are not misled about the facts. Contrary to what has been reported by some, the employers in this industry are not trying to 'cut the wages' of any employee. Employers do require some changes in the contract in order to remain competitive with non-union companies who are ready to take away our business and your jobs! Don't be fooled by unrealistic claims of gloom and doom. The real threat to your jobs comes from non 32B-J competition and the lower costs of doing business in other cities and states. Your job security and the security of our business are common goals.

-Triangle Building Services, January 12

FOR OVER A MONTH NOW, the Graduate Center's building workers have braved the harshest weather the city has seen in years at daily pickets on 42nd Street. They are members of Local 32B-32J of the Service Employee International Union (SEIU). The Local's 30,000 members have struck against more than one thousand commercial buildings, including the Graduate Center, managed by the building owners' and managers' Realty Advisory Board (RAB.) The crucial issue is the demand for a two-tiered wage structure: to start maintenance workers at \$352 a week, 60% of the current union scale of \$573. RAB also wants to slash the starting salary of janitors to \$300 a week from the over \$500 they are now paid. The \$29,796 annual salary which janitors as well as porters earn makes them the country's highest paid service workers.

Under the labor-management agreement which just expired on January 1, 1996, precipitating the January 4 walkout, the building workers received a 10.5% increase in wages and benefits over three years. Gus Bevona, current head of the 32B-32J local, has argued that management's union busting tactic

THE STRIKE CONTINUED ON BACK PAGE

ROBERT WALLACE