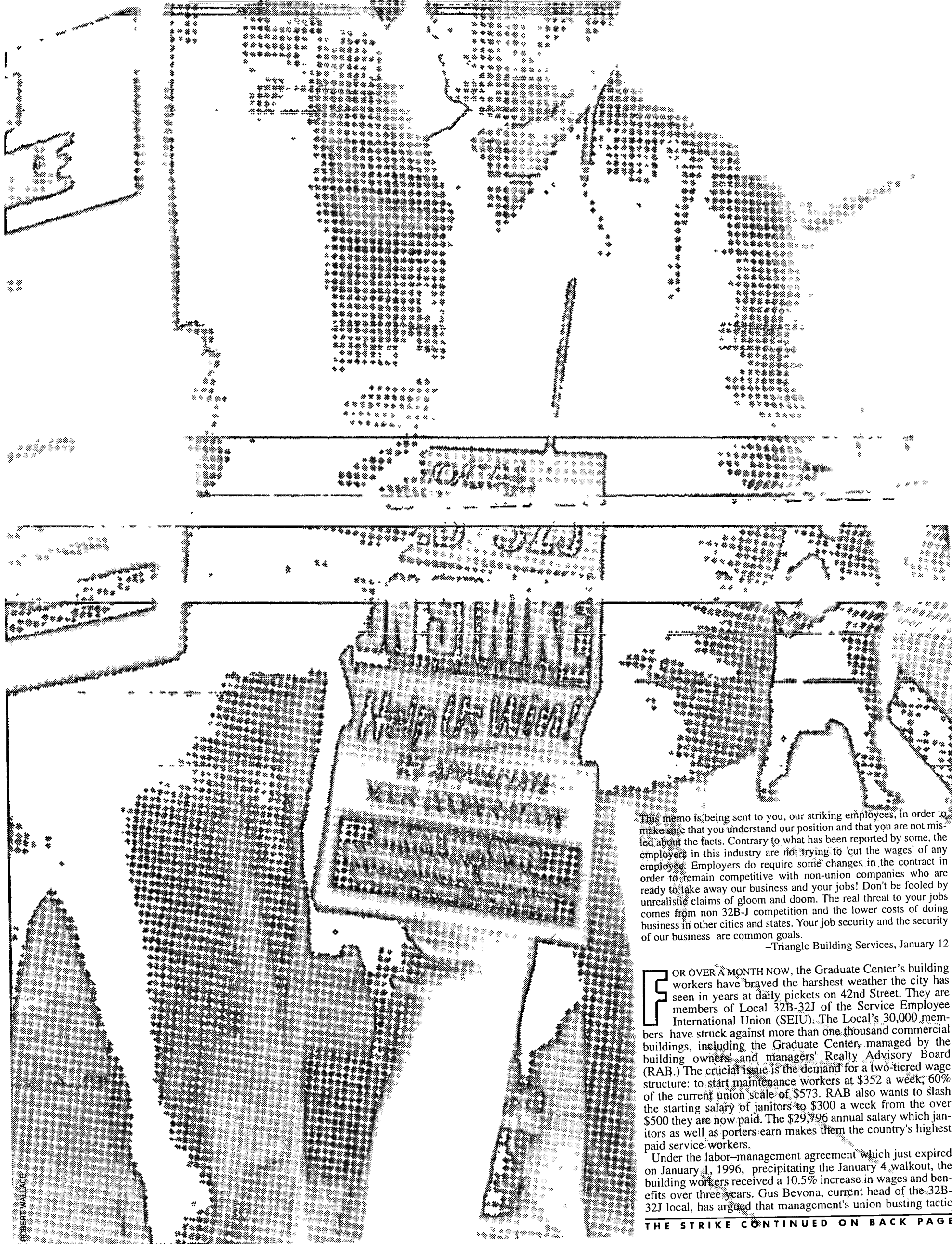


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THE ADVOCATE

CITY UNIVERSITY

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

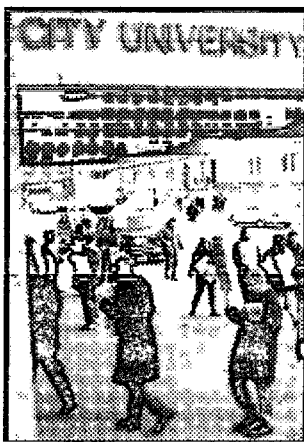
FOR OVER A MONTH NOW, the Graduate Center's building workers have braved the harshest weather the city has seen in years at daily pickets on 42nd Street. They are members of Local 32B-32J of the Service Employee International Union (SEIU). The Local's 30,000 members have struck against more than one 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 Bevena, current head of the 32B-32J local, has argued that management's union busting tactic

THE STRIKE CONTINUED ON BACK PAGE

EDITORIALS

STRIKING BACK



ROBERT WALLACE

ON JANUARY 3, 35,000 building workers in New York City, members of Local 32B-32J, walked off the job in response to demands for givebacks. About thirty workers have been picketing the Graduate Center. Local 32B-32J is newly-elected AFL-CIO President John Sweeney's former local. Initial announcement of the strike was greeted with a chorus of cheers from other top union officials. But as the strike has worn on, union leaders have failed to step forward in a show of solidarity. Sadly, union leadership on the picket line has been lacking, precisely where the union needs to bolster its strength. All eyes are on this strike as a test of Sweeney's election pledge to revitalize the union movement in this country, but his promises have yet to materialize. Workers have grown restless waiting for the union leadership to take action and have organized themselves.

At the Grad Center, students over the past few weeks have joined workers on the picket line. Many have been motivated both by the urge to support the workers' demands and also by the recognition that their fight is close to our own. Although 32B-32J is not negotiating directly with Grad Center administrators, the administration has a central role to play in the process: they made the decision to bring in scabs when school started, and they are in a position to pressure management, the Real Estate Advisory Board (RAB); although it appears they have not done so. They have also turned a blind eye to the scabs brought into the building over the Martin Luther King holiday weekend and are effectively trying to break the strike with regular scabs now. *The Advocate* joins the DSC and other students in denouncing this situation.

The Administration's blatant disrespect for the workers' picket line mirrors the virtual contempt they have for students as seen in the conditions under which we are studying and working.

Coupled with cutbacks in resources and programs at the Grad Center, the deplorable state of our campus facilities has plagued students for years. How often have you gone to the library and found it submerged in plastic tarps to protect books from dripping sewage? *The Advocate* office two weeks ago suffered a major ceiling leak nearly fatal to our computer equipment (see p.3). To add insult to injury, on January 22 the administration discovered a carbon monoxide leak in the basement, yet clearly botched evacuation and notification protocol. How ironic—just as Pataki's budget has made going to school more difficult, our own administration has made it downright hazardous.

The lousy conditions and the budget cuts make the building workers fight all the more important for students. The Administration has to be forced to see that budget-balancing at the expense of students, professors and staff cannot continue with impunity. The strongest message we as students can send lies in our support at the picket line and in our demand that the school not operate a scab-cleaned building. Tell your professors to hold classes elsewhere. President Fanton of the New School for Social Research has urged the RAB to accept the union's demands. *The Advocate* calls upon GSUC President Horowitz to do the same. As the building collapses around us and CUNY closes its doors to thousands every semester, we have nothing to lose. —LEE WENGRAF

IT'S OVER

AS THE ADVOCATE GOES TO PRESS, the largest strike in New York City in 10 years seems to be at an end. On February 4, Local 32B-32J President Gus Bevona ordered his union back to work. The preliminary settlement for the 3-year contract, includes a 2.8% wage increase, and a 2-tiered wage structure with new hires making 20% less, and working two and a half years without benefits. The general membership will not be voting on this contract. Rather, it will go to the Union Committee and the RAB. The lack of a rank and file vote points to the need for a continued struggle for democracy in the union. —JOAN PARKIN

ADVOCATE

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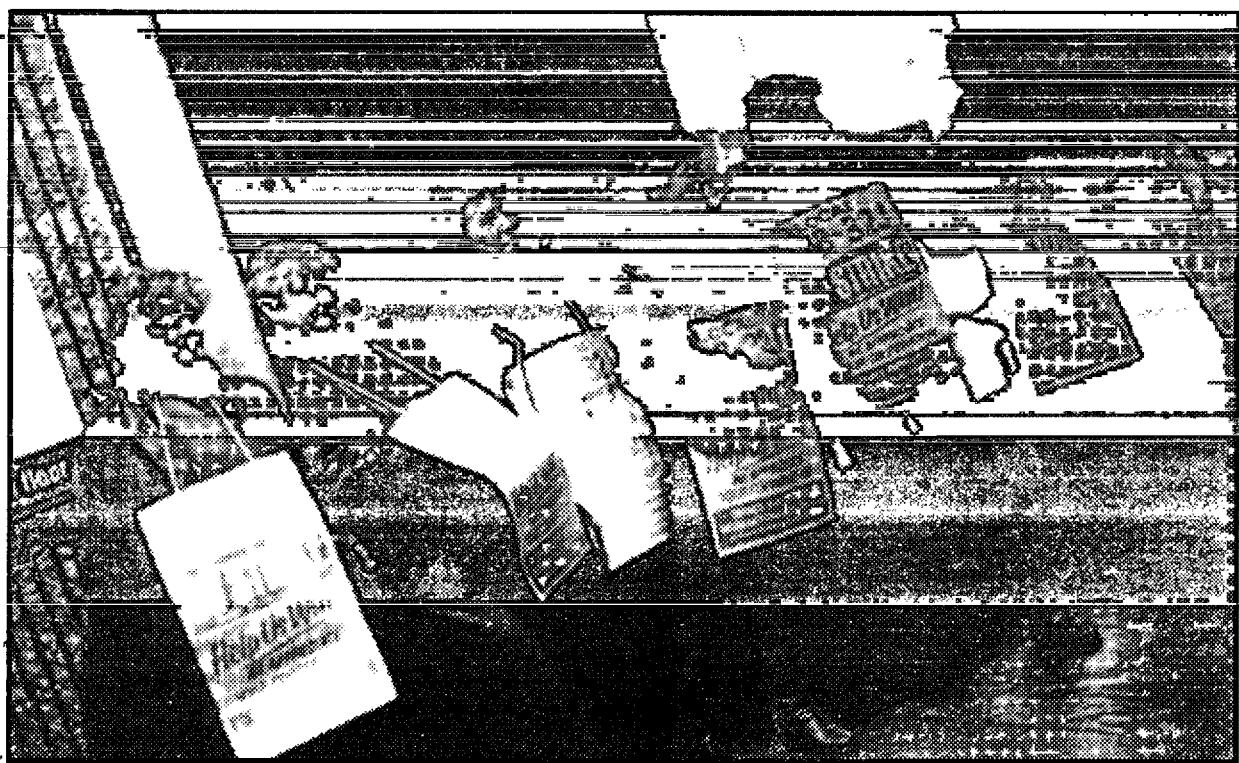
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The opinions expressed in *The Graduate Student Advocate* are those of the individual writers and in no way reflect the opinions of The Doctoral Students' Council or its officers.

The Advocate is not responsible for fraudulent advertising.



ROBERT WALLACE

IN THEIR OWN WORDS

ON THE FRONT LINES

Editor's Note: Born in Santo Domingo and the son of a journalist, Leo Pieter emigrated to New York in 1961. Since the 1960s Leo has held numerous jobs including stints as a mailroom clerk, messenger, porter, and silver buffer. From 1982 until 1995 he worked in the Facilities Department at the Graduate Center. Last October he was fired by the university administration. Currently, Leo is the Editor of Convite (Gathering), a Spanish language community newspaper. As a member of 32B-32J, now on strike, and with a family of six to support, this is his story.

IN THE SUMMER of 1982, I began working as a porter for the Graduate Center. I came as a replacement on the night shift as the men, one by one, started for their vacations. That gave me the opportunity to learn all the tasks in our Facilities Department.

I kept my daytime job as I returned to the Graduate Center every summer for 7 years, doing 16 hours a day in both jobs, in the hope that in the future I would earn my status as a steady worker, a dream that came true in 1989.

Seven years passed since I set out and 13 years of servicing the Graduate Center. Last October I was told by my supervisor that the administration no longer needed me. They sent me to the company contracted by the school (a member of the Realty Advisory Board) to be "relocated". That meant that I was to be placed in another location with my 40 hours and benefits respected, honoring in their view, the job security principle.

Since then, four months have gone by for me, and 5 more workers (2 men and 3 women) with a similar amount of years as me working at the school were thrown out last October of 1995, and sent "floating" from building to building, working either by day or night. Instead of receiving the 40 hours promised, we were only given a few hours or a few days a week. Our holidays and benefits were slashed out.

In the meantime, to the remaining and reduced workforce of the Maintenance Department at the Graduate Center, was added the tasks we had originally carried out, in the same time span and with the same pay. When 30,000 of my co-workers from the 32B-32J dropped their tools and formed picket lines in front of thousands of buildings in the morning of 4 January 1996, we saw that behind the contractor's proposal of a 2 tier wage system was the intent to destroy our job security.

That is what is at stake for the members of our union. The example of the 6 of us at the Graduate Center proves it. A few days after the terrible blizzard that hit New York, a memo from the company that runs the Graduate Center was sent to "our striking employees", as they headed it, along with a copy of the contract offer of the Realty Advisory Board on Labor Relations, Inc. located on Madison Avenue.

The memo stated in one of its paragraphs, "We also understand the need for full job security for our current employees. There are many ways to establish protection for our more senior employees. Unlike what you have heard or read, employees cannot simply be fired to make way for new hires—there is the protection of grievance procedures and a panel of impartial arbitrators to correct any instance of employees being fired without just cause."

These words were in the memo. But the truth is that we, the six workers "relocated" the first week of October 1995 from the Graduate Center, have filed for an Arbitration Hearing since November of last year. In the last three months several meetings have been called, the union lawyer and the workers being present, able and willing to discuss, but not the company representative. The last hearing was postponed for 6 to 10 weeks. So far, all of us have managed to attend, but our situation is desperate and time is being thrust against us so that we might lose our case.



Leo Pieter: fighting for justice on the job

LESSONS FROM THE STRIKE

WE RECEIVE CHECKS for \$7.00 a day for [being on the picket line during] the strike, and when we received our first checks, we had already been out here for 2 weeks. We've been paying our expenses, using our savings to pay our debts. This experience proved to us that we are our main supporters in the strike. Furthermore, when we started getting the checks, they were so insignificant, some of us were angry, but it didn't undermine our will to win. We're fighting for ourselves and for our families. The union leaders are still getting their high salaries, but we haven't had a strike in 20 years—we should have a bigger strike fund. We got a letter last week from the union telling us to call our landlords and asking them to hold our rents. So where are our dues going?

Learning from this experience, of our low strike fund and the officials' high salaries, this is an opportunity now for us workers to push for democracy. We don't have enough information about what we're going to do in the future; the struggle is not going to end here. We have to let the union leaders know there's going to be some changes.

Today, at the demonstration of 5,000 workers before the negotiation talks, we saw the spirit of the people. The union has been telling us to wait, but people want to fight. We need changes on the inside and this is the occasion to do this, to make it our union.

The union needs to spend funds to exercise more democracy. Strengthening democracy will assure workers' participation. Bevona was elected fairly, but there should have been more candidates, at least 3 or 4, besides just [opposition candidate] Guzman.

We have also realized in this case that the student body is our first friend, they came out with us first. We told Bevona today [at the rally] to bring out the superintendents, the other workers. When all the workers come out, they can't run the buildings.

Awful things are happening in this country against workers, students, minorities. Some people in power want to redefine this land as "the land of my opportunity, not that of my neighbor." We need to stand together and help each other. This is a struggle for our survival and that of our families. This is a struggle for justice and fairness. That is why you will find us every day at the picket lines, until we win this strike! —LEO PIETER

GAINING MOMENTUM

ON JANUARY 25 AND FEBRUARY 1, about 20 grad students and 40 building workers from the 32B-32J strike held their first rally at the picket line. Students and workers—rallying at the Graduate Center and Grace Building—used a megaphone to lead the crowd demanding a "Contract now!" and "No contract, no work!" Students also distributed flyers explaining why students should support the strike.

At about 5:00 pm a crowd of 500 building workers appeared marching down 42nd Street who, in roving picket style, gathered isolated pickets together along a march route, heading to the Madison Avenue management headquarters at the RAB building.

The SEIU union officials announced they do not support any independent activity of rank and file workers. Yet this rally has become part of a series of unofficial rallies as large as 2,000 on Lexington last week, of 1,000 workers at the World Trade Center area, the same day, who later joined hundreds of NYU building workers, and a large rally at 49th and 6th on January 29. These are the biggest rank and file actions in this country in over twenty years, and they have forced the leadership's hand: 32B-32J president Gus Bevona finally has called for an official union demonstration, to take place on Monday, February 5.

Workers from the Graduate Center and Grace Building built both rallies at our campus by actively drawing people from the block. Students at the Graduate Center should see the 32B-32J strike against their employer as their fight. Just as the bosses are trying to attack workers through a two-tier wage system, students are getting screwed by soaring tuition costs, cuts to financial aid, and over-crowding. This is an opportunity to widen support and become part of the huge numbers involved in rank and file activity. —JOAN PARKIN

GSUC SEXUAL HARASSMENT POLICY

December 1995

Memorandum

To: GSUC Students

From: Frances Degen Horowitz

Subject: Statement of Policy Against Sexual Harassment

The attached Policy Against Sexual Harassment was approved by the CUNY Board of Trustees on June 26, 1995, and became effective October 1, 1995. The Graduate School and University Center abides by this policy and by the attached procedures, which are now being implemented.

Please Note: According to the CUNY policy on sexual harassment, each Executive Officer and any other person with supervisory responsibility is required to report any complaint of sexual harassment to the Coordinator of the Sexual Harassment Panel.

The members of the GSUC Sexual Harassment Panel are as follows:

Professor Michelle Fine, *Coordinator*

Ph.D. Program in Psychology: Social-Personality
642-2509

Professor Delmos Jones, *Deputy Coordinator*
Ph.D. Program in Anthropology

642-2275
Ms. Rosamond W. Dana
Special Assistant for Academic Affairs
Office of the Provost

642-2011 FAX 642-1940

Ms. Jan Heissinger
Program Assistant
Ph.D. Program in Theatre
642-2231

Ms. Rosa A. Rosario
CUNY Administrative Assistant
Office of Human Resources
642-2622

Mr. Terence Kissack
Student
Ph.D. Program in History
Ms. Rosemarie Roberts
Student

Ph.D. Program in Psychology: Social-Personality

Ms. Lorna Smedman

Student
Ph.D. Program in English

The Education Committee will be providing further information.

rwd

The City University of New York

Policy Against Sexual Harassment Approved by CUNY Board of Trustees 6/26/95

Policy Statement

It is the policy of The City University of New York to promote a cooperative work and academic environment in which there exists mutual respect for all University students, faculty, and

staff. Harassment of employees or students based upon sex is inconsistent with this objective and contrary to the University policy of equal employment and academic opportunity without regard to age, sex, sexual orientation, alienage or citizenship, religion, race, color, national or ethnic origin, handicap, and veteran or marital status. Sexual harassment is illegal under Federal, State, and City laws, and will not be tolerated within the University.

The University, through its colleges, will disseminate this policy and take other steps to educate the University community about sexual harassment. The University will establish procedures to ensure that investigations of allegations of sexual harassment are conducted in a manner that is prompt, fair, thorough, and as confidential as possible under the circumstances, and that appropriate corrective and/or disciplinary action is taken as warranted by the circumstances when sexual harassment is determined to have occurred. Members of the University community who believe themselves to be aggrieved under this policy are strongly encouraged to report the allegations of sexual harassment as promptly as possible. Delay in making a complaint of sexual harassment may make it more difficult for the college to investigate the allegations.

A. Prohibited Conduct

It is a violation of University policy for any member of the University community to engage in sexual harassment or to retaliate against any member of the University community for raising an allegation of sexual harassment, for filing a complaint alleging sexual harassment, or for participating in any proceeding to determine if sexual harassment has occurred.

B. Definition of Sexual Harassment

For purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other oral or written communications or physical conduct of a sexual nature when:

(1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing;

(2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting such individual; or

(3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or abusive work or academic environment.

Sexual harassment can occur between individuals of different sexes or of the same sex. Although sexual harassment most often exploits a relationship between individuals of unequal power (such as between faculty/staff member and student, supervisor and employee, or tenured and untenured faculty members), it may also occur between individuals of equal power (such as between fellow students or co-workers), or in some circumstances even where it appears that the harasser has less power than the individual harassed (for example, a student sexually harassing a faculty member). A lack of intent to harass may be relevant to, but will not be determinative of, whether sexual harassment has occurred.

C. Examples of Sexual Harassment

Sexual harassment may take different forms. Using a person's response to a request for sexual favors as a basis for an academic or employment decision is one form of sexual harassment. Examples of this type of sexual harassment (known as quid pro quo harassment) include, but are not limited to, the following:

- requesting or demanding sexual favors in exchange for employment or academic opportunities (such as hiring, promotions, grades, or recommendations);

- submitting unfair or inaccurate job or academic evaluations or grades, or denying training, promotion, or access to any other employment or academic opportunity, because sexual advances have been rejected.

Other types of unwelcome conduct of a sexual nature can also constitute sexual harassment, if sufficiently severe or pervasive that the target does find, and a reasonable person would find, that an intimidating, hostile or abusive work or academic environment has been created. Examples of this kind of sexual harassment (known as hostile environment harassment) include, but are not limited to, the following:

- sexual comments, teasing, or jokes;
- sexual slurs, demeaning epithets, derogatory statements, or other verbal abuse;
- graphic or sexually suggestive comments about an individual's attire or body;
- inquiries or discussions about sexual activities;
- pressure to accept social invitations, to meet privately, to date, or to have sexual relations;
- sexually suggestive letters or other written materials;
- sexual touching, brushing up against another in a sexual manner, graphic or sexually suggestive gestures, cornering, pinching, grabbing, kissing, or fondling;
- coerced sexual intercourse or sexual assault.

D. Consensual Relationships

Amorous, dating, or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a faculty member, supervisor, or other member of the University community and any person for whom he or she has a professional responsibility. These dangers can include: that a student or employee may feel coerced into an unwanted relationship because he or she fears that refusal to enter into the relationship will adversely affect his or her education or employment; that conflicts of interest may arise when a faculty member, supervisor, or other member of the University community is required to evaluate the work or make personnel or academic decisions with respect to an individual with whom he or she is having a romantic relationship; that students or employees may perceive that a fellow student or co-worker who is involved in a romantic relationship will receive an unfair advantage; and that if the relationship ends in a way that is not amicable, either or both of the parties may wish to take action to injure the other party.

Faculty members, supervisors, and other members of the University community who have professional responsibility for other individuals, accordingly, should be aware that any romantic or sexual involvement with a student or employee for whom they have such a responsibility may raise questions as to the mutuality of the relationship and may lead to charges of sexual harassment. For the reasons stated above, such relationships are strongly discouraged.

For purposes of this section, an individual has "professional responsibility" for another individual at the University if he or she performs functions including, but not limited to, teaching, counseling, grading, advising, evaluating, hiring, supervising, or making decisions or recommendations that confer benefits such as promotions, financial aid or awards or other remuneration, or that may impact upon other academic or employment opportunities.

E. Academic Freedom

This policy shall not be interpreted so as to constitute interference with academic freedom.

F. False and Malicious Accusations

Members of the University community who make false and malicious complaints of sexual harassment, as opposed to complaints which, even if erroneous, are made in good faith, may be subject to disciplinary action.

Procedures

The University shall develop procedures to implement this pol-

icy. The President of each constituent college of the University, the Deputy Chancellor at the Central Office, and the Dean of the Law School shall have ultimate responsibility for overseeing compliance with this policy at his or her respective unit of the University. In addition, each dean, director, department chairperson, executive officer, administrator, or other person with supervisory responsibility shall be required to report any complaint of sexual harassment to an individual or individuals to be designated in the procedures. All members of the University community are required to cooperate in any investigation of a sexual harassment complaint.

H. Enforcement

There is a range of corrective actions and penalties available to the University for violations of this policy. Students, faculty, or staff who are found, following applicable disciplinary proceedings, to have violated this Policy are subject to various penalties, including termination of employment and permanent dismissal from the University.

Effective 10/1/95

The City University of New York

Procedures for Implementation of The City University's Policy Against Sexual Harassment

The following are procedures for the implementation of the Policy Against Sexual Harassment of The City University of New York (hereinafter "Policy"):

1. Responsibilities of the Presidents

The President of each constituent college of The City University of New York, the Deputy Chancellor at the Central Office, and the Dean of the Law School (hereinafter "Presidents" and "colleges") are responsible for overseeing compliance with the implementation of the Policy. Each President shall:

- a. Appoint and provide for appropriate training to a Sexual Harassment Panel (hereinafter "Panel") to be available to students and employees who wish to make complaints of sexual harassment. The structure of the Panel and respective responsibilities of the various Panel members are set forth in paragraph 2 below.
- b. Appoint and provide for appropriate training to a Sexual Harassment Education Committee to be responsible for educating the college community about sexual harassment, through printed materials, workshops, and the like.
- c. Disseminate the Policy against sexual harassment, including the names, titles, telephone numbers, and office locations of college Panel members, annually to all students and employees. It is recommended that such information be included in student, faculty, and staff handbooks and newsletters.
- d. Submit annually to the Chancellor, or his/her designee, a report regarding sexual harassment, including a summary of the educational activities undertaken at the college during the year and a summary of the number of complaints filed and the general outcomes thereof.

2. Structure and Responsibilities of the Sexual Harassment Panel

- a. The Panel shall consist of a Coordinator, a Deputy Coordinator, and four to six additional members, all of whom shall be appointed by and serve at the pleasure of the President. The President must include among that number two instructional staff members selected by the College-wide Personnel and Budget (P & B) Committee, or equivalent personnel committee, from among a list of four to six instructional staff member nominees submitted to it by the President.

Policies

It is strongly recommended that the President select one of these two Panel members as the Deputy Coordinator. Further, it is strongly recommended that the Panel reflect the diversity of the college, be composed of faculty, administrators, staff, and students, and include the college Affirmative Action Officer.

b. Panel members shall be appointed by the President as described in paragraph 2(a) above for two-year terms and may be reappointed for additional two-year terms, subject to at-will removal by the President at any time. The initial appointments shall be staggered, as follows: half of the Panel members, including the Coordinator, shall be appointed for three-year terms; the remaining members of the Panel, including the Deputy Coordinator, shall be appointed for two-year terms. Thereafter, terms for all Panel members shall be two years. An appointment to fill a vacancy on the Panel shall be made pursuant to the procedures described above, and shall be for the remainder of the unexpired term of the vacancy.

c. All members of the Panel shall be available to receive complaints of sexual harassment from any member of the college community, to explain the University complaint procedures, and to refer individuals to appropriate resources. All Panel members have an obligation to maintain confidentiality to the fullest extent possible.

d. The Panel Coordinator is responsible for reviewing all complaints of sexual harassment; and for making efforts to resolve those complaints informally, if possible. When informal resolution is not possible, the Panel Coordinator and the Deputy Coordinator shall fully investigate the complaint, and the Panel Coordinator shall report to the President (and the Chief Student Affairs Officer, if the accused is a student) the results of the investigation. The Deputy Coordinator may also assume responsibility for the informal resolution of complaints, as assigned by the Panel Coordinator. Other Panel members may assist in the informal resolution or investigation of a complaint to the extent directed by the Panel Coordinator or Deputy Coordinator.

e. In the event that the Panel Coordinator is unavailable, the functions of the Panel Coordinator shall be performed by the Deputy Coordinator.

f. In the event that the complainant, the accused, or a third party believes that any member of the Panel, including the Panel Coordinator or Deputy Coordinator, has a conflict of interest or for some other reason should not participate in the informal resolution or investigation of a particular complaint, he or she may ask the Panel Coordinator not to allow the Panel member (including the Panel Coordinator him or herself) to participate. Alternatively, the individual raising the issue may ask the President to direct that a particular Panel member not be involved in the informal resolution or investigation of a particular complaint.

3. Confidentiality

The privacy of individuals who bring complaints of sexual harassment, who are accused of sexual harassment, or who are otherwise involved in the complaint process should be respected, and information obtained in connection with the bringing, investigation, or resolution of complaints should be handled as confidentially as possible. It is not possible, however, to guarantee absolute confidentiality and no such promises should be made by any member of the Panel or other University employee who may be involved in the complaint process.

4. Making a Complaint of Sexual Harassment

Any member of the University community may report allegations of sexual harassment to any member of the Panel. Employees who are covered by collective bargaining agreements may either use their contractual grievance procedures, within the time limits provided in those agreements, to report allegations of sexual harassment; or, they may report such allegations directly to a member of the Panel as provided in these Procedures. Members of the University community who believe themselves to be aggrieved under the Policy are strong-

ly encouraged to report the allegations of sexual harassment as promptly as possible. Delay in making a complaint may make it more difficult for the college to investigate the allegations.

5. Responsibilities of Supervisors

a. Each dean, director, department chairperson, executive officer, administrator, or other person with supervisory responsibility (hereinafter "supervisor") is responsible within his or her area of jurisdiction for the implementation of the Policy and must report to the Panel Coordinator any complaint of sexual harassment made to him or her and any other incidents of sexual harassment of which he or she becomes aware or reasonably believes to exist. Having reported such complaint or incident to the Panel Coordinator, the supervisor should keep it confidential and not disclose it further, except as necessary during the complaint process.

b. Each supervisor shall arrange for the posting, in his or her area, of the University policy against sexual harassment; the names, titles, telephone numbers, and office locations of college Panel members; and any other materials provided to him or her by the Sexual Harassment Education Committee for posting.

6. Responsibilities of the University Community-At-Large

Members of the University Community who become aware of allegations of sexual harassment should encourage the aggrieved individual to report the alleged sexual harassment to a member of the Panel.

7. Informal Resolution of Sexual Harassment Complaints

a. Any member of the Panel who receives a complaint of sexual harassment shall promptly advise the Panel Coordinator or, in his or her absence, the Deputy Coordinator of the complaint. Once the Panel Coordinator becomes aware of a complaint of sexual harassment, either through a member of the Panel or through another source, he or she shall conduct a preliminary investigation and make efforts, whenever possible, to resolve the complaint informally, i.e., by an arrangement that is acceptable to the complainant, the accused, and the college. Examples of informal resolutions include, but are not limited to:

- arranging for a workshop on sexual harassment to be conducted for the unit, division, or department in which the sexual harassment is alleged to have occurred;
- having a supervisor or a member of the Panel speak to the accused regarding the allegations of sexual harassment and counsel the accused as to appropriate behavior;
- arranging for a meeting between the complainant and the accused, with a third party present, to discuss and resolve the allegations;
- having the accused write a letter of apology.

Whenever possible, an informal resolution should be acknowledged in writing, signed by the complainant. The accused should also be asked to sign such an acknowledgment.

b. If no informal resolution of a complaint is achieved following the preliminary investigation, the Panel Coordinator and the Deputy Coordinator shall conduct a formal investigation of the complaint. It is recognized, however, that complaints may be resolved by mutual agreement of the complainant, the accused, and the college at any time in the process.

8. Investigations of Sexual Harassment Complaints

While the investigation of sexual harassment complaints may vary depending upon the nature of each case, it is recommended that an investigation include the following, to the extent feasible:

a. The Panel Coordinator and the Deputy Coordinator should interview the complainant. The complainant may request that the Panel member to whom he or she originally brought the complaint be present at the interview. The complainant should be informed that an investigation is being commenced, that

interviews of the accused and possibly other people will be conducted, and that the President (or the Chief Student Affairs Officer, if the accused is a student) will determine what action, if any, to take after the investigation is completed. A written statement, signed and dated by the complainant, should be obtained, which sets forth the particulars of the complaint, including dates and places, as well as the impact of the alleged harassment. The complainant should also be asked for the names of potential witnesses or others who may have relevant information.

b. The Panel Coordinator and the Deputy Coordinator should interview the accused. The accused should be advised that a complaint of sexual harassment has been received, that an investigation has begun, which may include interviews with third parties, and that the President (or the Chief Student Affairs Officer, if the accused is a student) will determine what action, if any, to take after the investigation is completed. The accused should be advised of the nature of the allegations against him or her and be given an opportunity to respond. A written statement, signed and dated by the accused, should be obtained, which sets forth his or her response to the allegations. The accused should also be asked for the names of potential witnesses or others who may have relevant information. In addition, the accused should be advised that any sexual harassment of or other retaliation against the complainant or others is prohibited and, if engaged in, will subject the accused to severe discipline, up to and including termination of employment or, if the accused is a student, permanent dismissal from the University. An accused employee who is covered by a collective bargaining agreement may, upon request, consult with a union representative and have a union representative present during the interview.

c. In addition to interviews with the complainant, the accused, and those persons named by them, it should be determined whether there are others who may have relevant information regarding the events in question and whether there is documentary evidence which may be relevant to the complaint. Whenever possible, written statements signed and dated by each person interviewed should be obtained. Persons interviewed should be advised that information related to the complaint should be kept confidential and not disclosed further, except as necessary during the complaint process. Consultation with other members of the Panel may also be sought during, or at the completion of, the investigation, as deemed appropriate by the Panel Coordinator.

d. In the event that a complaint is anonymous, the complaint should be investigated as thoroughly as possible under the circumstances.

e. While some complaints of sexual harassment may require extensive investigation, whenever possible, the investigation of most complaints should be completed within 60 days of the receipt of the complaint.

9. Action Following Investigation of Sexual Harassment Complaints

a. Promptly following the completion of the investigation, the Panel Coordinator shall make a report of the findings to the President. In the event that the accused is a student, the Panel Coordinator shall also submit the report Chief Student Affairs Officer.

b. Following receipt of the report, the President (or the Chief Student Affairs Officer, if the accused is a student) shall promptly take such action as he or she deems necessary and proper to correct the effects of or to prevent further harm to an affected party or others similarly situated, including commencing action to discipline the accused under applicable University Bylaws or collective bargaining agreements. In addition to initiating disciplinary proceedings, corrective action may include, but is not limited to, transferring a student to another class section, transferring an employee, or granting a benefit wrongfully withheld.

c. The complainant and the accused should be apprised of action taken as a result of the complaint.

10. Immediate Preventive Action

The President can, in extreme cases, take whatever action is appropriate to protect the college community.

11. False Complaints

In the event that the Panel Coordinator concludes that a complainant made a complaint of sexual harassment with knowledge that the allegations were false, the Panel Coordinator shall state this conclusion in his or her report. The failure to substantiate a sexual harassment complaint, however, is not in and of itself sufficient to demonstrate that a complaint was false.

12. Records and Reports

a. The Panel Coordinator shall keep the President informed regarding complaints of sexual harassment and shall provide the information necessary to prepare the annual report to the Chancellor referenced above in paragraph 1(d).

b. Records regarding complaints of sexual harassment shall be maintained in a secure location.

13. Applicability of Procedures

a. These Procedures are applicable to all of the colleges of the University. The Hunter College Campus Schools may make modifications to these procedures, subject to approval by the University, as appropriate to address the special needs of their elementary and high school students.

b. These Procedures are intended to provide guidance to the Presidents and Panel members for implementing the University policy against sexual harassment; these procedures do not create any rights or privileges on the part of any others.

Effective 10/1/95

The Graduate School and University Center The City University of New York

Sexual Harassment Education Committee

Prof. Jill Dolan
Ph.D. Program in Theatre
212 642-2230

Prof. Dorothy Helly
Ph.D. Program in History
Hunter College

Prof. Joan Mencher
Ph.D. Program in Anthropology
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Ms. Ofelia Rabassa
Mina Rees Library
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Mr. Matt Rottnek
Center for Lesbian and Gay Studies
212 642-2924

Ms. Dorothy Samuels
Mina Rees Library
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Deficit Demons

Budget gap, fact or fiction—uncovering the myth behind the downsizing spiral

BY TERRENCE BLACKMAN

AN EPIDEMIC of downsizing, defunding, demobilizing, and decentralizing is spreading across the land. This oppressive and disheartening wave is being driven by the deficit demons. A destructive cabal, possessed with moral and intellectual deficits. They have convinced a nation that its sole chance for survival lies in the balancing of budgets and the relentless pursuit of competitiveness. Thus, like rats dancing to the tune of the pied-piper, government, business, and all sectors of the society have joined the downward-spiral to the ocean.

A little digging might reveal the roots of this illness. On January 20, 1981 the national debt was less than \$1 trillion. On January 20, 1993, the national debt was \$4 trillion. Let us all thank Ronald Reagan, George Bush, and the supply side clique for the tax cuts of the 1980s or better yet let us blame the unbridled government donations towards the poor.

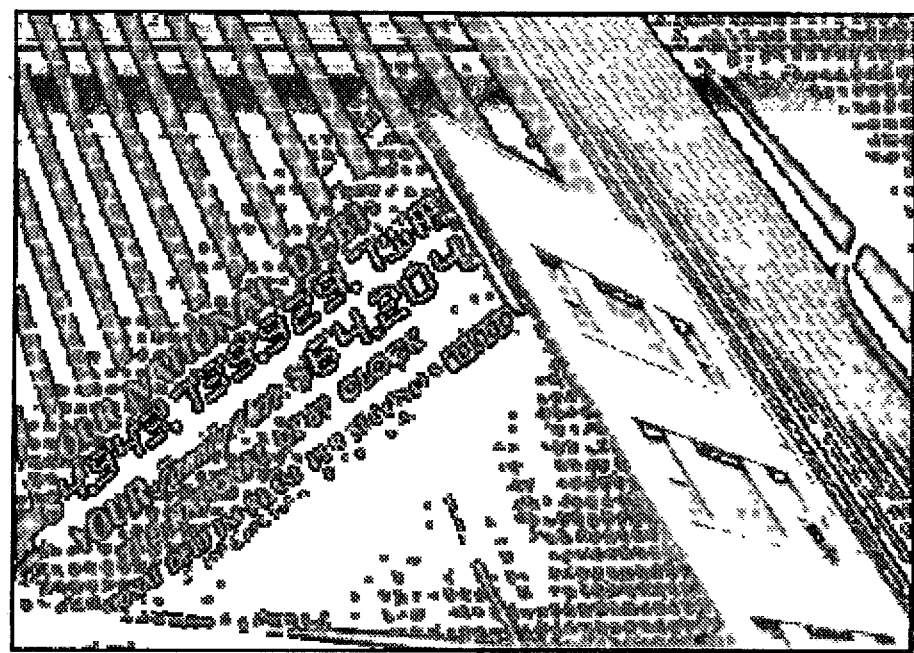
This, however, is too simple an analysis. Today, fiscal duress is a fact of life in almost all countries. In this destitute milieu, financial markets skyrocket, and nomadic billions roam the globe in a manic search for profit. Billionaires buy countries, and the poor stand on cold dark streets despairing for the loss of humanity.

Deficits must be viewed as a symptom of a much larger problem. They are socioeconomic ailments. Skewed economies simultaneously generate diminished tax revenue and unemployment. The resulting social tensions associated with the unavailability of work make public policy decisions to maintain at least the illusion of

societal stability inevitable. Hence the need for monies to be spent on police, penitentiaries, and public assistance. Thus, if the ideology of profit-as-god continues to go unchallenged, deficits are inevitable.

Let me detail the cornerstone of the deficit demons' intellectual position. Lower deficits imply lower interest rates. Lower interest rates imply higher investments in the global economy. The crux of their argument is the direct relationship between lower interest rates and higher rates of investment. This relationship is simply not true. In a study sponsored by the Economic Policy Institute, this question was investigated by researcher Stephen Fazzari. Mr. Fazzari examined data spanning twenty years, and he concluded that interest rates had virtually no measurable effect on investment. What Mr. Fazzari found was that the most important factors for increasing investment was sales growth and profitability.

The current political dogma asserts that the national debt must be reduced to zero over the next seven years to stave off imminent societal collapse. This rash application of the brakes to the economy will no doubt slow economic growth, and as the economy slows the levels of investment will decrease. The deficit demons and their acolytes have closed down the federal government to make this point. This is perhaps a harbinger of things to come if we continue down this path. It is worth noting that they did not shut themselves down but continued going and going like energizer piglets to the public trough. It is also worth noting another newly-prominent idea, emerged as a result of this cabal: the notion of the flat tax. The interest rate argument is once again its intellectual underpinning. It should be observed that such a measure is



The skewed politics of the deficit: New York's monument to fiscal insanity lights up the sky on 6th Avenue.

sure to increase the current deficit. One wonders as to the true location of the national deficit.

Let me offer the following thoughts. At last count no one in Washington has claimed soothsayer status. Thus it is ludicrous to suggest that the deficit demons can predict government revenues in the year 2002. Recent news reports of the firing of economic forecasters by major corporations for the lack of efficacy of their forecasts attest to this fact. With this in mind, the current posturing in Washington is an exercise in hypocrisy. At the recently held annual meeting of the American Economic Association, nearly all of the economists agreed that the deficit was not a critical problem in need of immediate correction. It should also be noted that the United States has the lowest deficit of the all of the countries in the developed world.

Let us now consider the actual budgets under consideration. The three budgets currently being considered are almost

identical. Their central theme is austerity for the poor. Their payment for dropping out of school and disobeying the laws, and darkening America. Deficit demons are essentially smoke screens for the dismantling of the meager provisions for wealth redistribution in America. At a time when the US has the highest number of poor, and the smallest middle class, the highest percentage of poor children of the seven largest industrial nations, the pursuit of such policies points clearly to the true location of the deficit in Washington.

Who are the poor in our society? If we define the poor to be those individuals whose incomes are less than fifty percent of the median income then at least twenty percent of the population is poor. If we further define a category of the near poor as those earning between 50 to 62.5% of the median income then almost 30% of the US population falls into the combined categories of poor or near poor.

The public face of poverty is the single urban dwelling black mother. This is fiction created by the destructive cabal in Washington, and their acolytes on Madison Avenue. The recently published Census Bureau report on poverty points out that 62.5% of poor adults are women. Nonwhite urban single-mother families constitute 15.4% of this number. Rural white families of all types account for 19.5% of the poor. White suburban families account for 24.1% of the poor. It is a testimony to the true location of the deficit that these figures are never discussed in the popular media. Perhaps the notion of rampant suburban poverty offers no opportunity for the profiteers.

The following numbers clearly reveal that the life of poverty is not a parasitic existence bereft of value or purpose. Forty percent of poor adults are employed, though not always on a full time basis. Twenty two percent are disabled, 21% are retired, 31% have family responsibilities, 17% are in schools, and 10% cannot find work.

Thus as we sing sweet songs about the decline of family values, let us all take some time to learn about our American family and to understand the absolute necessity for better incomes for the vast majority of workers, for better education for children, and for investing in quality child care. And while we are engaged in this task let us say *sayonara* to the deficit demons and their disciples or, better yet, let us offer them a \$454 welfare check, and a public housing apartment in an empowerment zone of their choice as compensation for their efforts on our behalf. Having accomplished this task, I propose that reasonable people seek some reengineering of their own. The following might be considered as the axioms of a "bubble up" reengineering process:

1. No one should be allowed to live in misery.
2. Everyone who wants to work should have a job.
3. The people who work should dictate the working environment.
4. The nature of work should be directed to the improvement of the welfare of those who conduct the work. (Here I use the term welfare in the most general sense, food, clothing, housing, child care, education, etc.)
5. Such an environment should be free from all forms of discrimination.
6. Any act of discrimination should be severely punished.
7. Environmental preservation must guide all production processes.
8. Wages paid to the highest earners must be no more than three times the wages paid to the lowest earners in any enterprise.

Okay! Okay! I am awake now.

ToxiCity University

The strike reveals the Administration's neglect of student health and safety

BY ROB WALLACE & LEE WENGRAF

IT'S NOT OFTEN that a story drops into journalists' laps. Or into their lungs anyway. On January 13 an *Advocate* staff member discovered that portions of the *Advocate* ceiling had collapsed and the office flooded. A GSUC guard called to the office concluded that snow left unremoved due to the strike had melted from the mall through *The Advocate's* ceiling. He observed that other sections of the Student Center ceiling seemed to be in danger of collapsing and closed off the Student Center.

The gaping hole in *The Advocate's* ceiling revealed insulation that looked suspiciously like asbestos. The sopping insulation was gray and crumbling off onto the floor. Two staff members cleaned up the mess.

A GSUC facilities employee surveying the damage declared that he was sure the insulation wasn't asbestos, that it was "Spray-on". He modified his assessment to "pretty sure," as asbestos, in his estimation, "was shiny and gray," and this wasn't.

An informal appraisal by Dr. Deborah Wallace, an environmental scientist at Consumers' Union (and, for the record, Robert Wallace's mother), concurred the possibility of a contamination. She also questioned the facilities employee's assessment, noting that "Spray-on" could very well be "Spray-on" asbestos, commonly used in buildings constructed in the 1960s as was the GSUC's 42nd Street site.

Presented with this possibility, *The Advocate* called Mike Byers, GSUC Maintenance Director, asking him to confirm the *Advocate* office was cleared of asbestos when the Basement Mezzanine was overhauled in the summer of 1994. *The Advocate* also asked Byers if the University would investigate the insulation dripping snowmelt on the *Advocate* floor. Byers assured *The Advocate* that the office was cleared of all asbestos and, furthermore, declared that an investigation would cost too much; hundreds of dollars, perhaps even one thousand.

Byers's concern for the health of the

University's finances, rather than that of the students, compelled *The Advocate* to call in an independent industrial hygienist. Ed Olmsted, of Olmsted Environmental Services, generously agreed to test the insulation *pro bono*. It fortunately proved to not be asbestos. The insulation instead contains cellulose—a type of paper—and fibrous glass which, according to Olmsted, is a suspected animal carcinogen. Olmsted claimed there should be no health problems with the insulation except perhaps if one is exposed to it day in and day out. The insulation appears to be installed throughout inside the Student Center ceiling.

In a second incident too close for comfort, an *Advocate* staff member emerging from the back stairwell on the Basement level on January 22 was confronted with a large piece of cardboard propped up against a far wall that stated, "CO₂," the chemistry symbol for carbon dioxide. Robert Hollander, DSC Co-chair, later informed *The Advocate* that in fact the gas was carbon monoxide, symbolized as CO.

It turned out that the Administration had discovered a CO leak earlier that afternoon. The floor was evacuated and a guard posted in the Basement Mezzanine to keep passersby from going down the stairs. Mike Mahoney, Director of Facilities, told *The Advocate* that the leak originated from a fire in Con Ed cables in the street, and CO probably entered through vaults into the basement of the Grace Building and then into the Library. In 1994, a similar

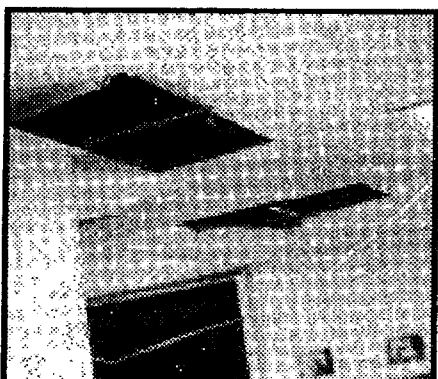
Con-Ed CO accident in Brooklyn killed one person.

The leak exposed a litany of procedural mishaps. Despite the holiday, there were many students in the Student Center none of whom were informed of the leak just below. Although the Administration had a guard stationed on the front staircase, the back staircase, near the freight elevator, had nothing blocking the Basement, the site of the leak. Particularly problematic, anyone with a visual disability could have easily missed the misleading sign lying on the floor and unwittingly put themselves at risk.

According to Hollander, the Administration initially deemed the leak rather minimal and hoped the situation would improve overnight. But, in fact, the Administration discovered in the morning the level of CO had increased. This raises serious questions as to whether the initial assessment of the leak encouraged the somewhat lame response on the part of facility and security management.

From the perpetual water leaks in the Library here to the crumbling Hunter College dorms and classrooms, the incidences described above show CUNY is literally falling apart. Along with the bathroom and garbage messes, these incidents and the building's general state of decay especially during the strike, underscore the importance of the work building employees carry out. Clearly the strikers are worthy, and more, of a fair contract.

President Horowitz declared her concern for the University's health and safety as the rationale for the use of scabs. This supposed concern for student welfare reeks with a hypocrisy that should be shovelled out. As one former DSC Steering member noted, "From the time I first arrived here 7 years ago, Horowitz has been hesitant to address health and safety issues of students." Her administration's hesitancy to inspect the insulation and its inadequacy in insuring community safety during a carbon monoxide leak are only two recent illustrations of a long disregard for student well-being. Last year, Horowitz attempted to cut staff from the Nurse Practitioner's office. And, ultimately, budget cuts and retrenchment certainly have profound effects on student welfare and state of health.



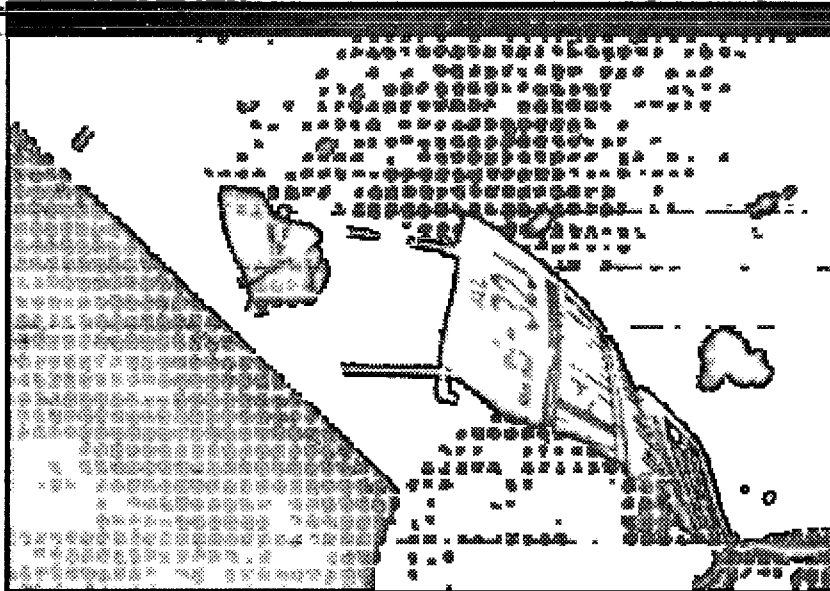
Snowmelt-damaged tiling in *Advocate* office exposing flaking insulation.

is the first step toward replacing senior workers with younger, cheaper, and non union labor. Bevana told the *New York Times*: "Because of this huge savings, employers would do everything possible to replace current employees with new workers receiving the lower rate. They will look to fire employees on trumped up charges and will engage in witch hunts and harassment to force people out."

James F. Berg, chief negotiator for management, contended that the lower starting hourly wage was necessary, ever since 32B-32J's contract expired at midnight on the first of January. According to 32B-32J's *Strike Bulletin #4*, the union believes that "the negotiations were doomed from the start because of the position taken by the employers. They insist on a 'long range solution'. What they want is to destroy our standard of living." The present contract negotiations also cover concierges, doormen, and elevator operators. The contract will also cover security guards, although their contract does not expire until February 26.

At a news conference earlier this month, local president Bevana asserted that union solidarity remained strong and that his local would not capitulate to management's demands, to pay new workers less than current employees. "We weren't looking to strike," Bevana said to the *New York Times*, "but now that management has forced us to hit the bricks, we have the determination, the discipline and the staying power to win." Moreover, maintained Bevana, "It's all of labor's fight because the outcome of the battle will be felt in other unions. If Local 32B-32J goes down, it will be the beginning of the end. It could be a disaster for organized labor of the magnitude of the PATCO strike [in 1981]."

The morale of American unions has been rising since John Sweeney's election in October 1995 as AFL-CIO President on a platform of rejuvenated organizing and aggressive political action. Formerly, Sweeney not only headed 32B-32J but also the SEIU before he vacated that post to lead the AFL-CIO. In a recent speech to an audience of real estate developers, John Sweeney pledged that his mission as AFL-CIO chief is to raise the wages of all American workers. Ray Abernathy, a



Strikers from the Graduate Center, the Grace Building, and 20 West 43rd Street brave the chill to walk with students on the picket line.

spokesperson for Sweeney, remarked: "For [the real estate industry] to turn around three weeks later and force a strike was a slap in John Sweeney's face. He is going to respond in kind."

Service workers last staged a major strike against commercial buildings in New York City in 1948. But in 1991 30,000 members of 32B-32J carried out a 12-day strike against 2,800 residential buildings. The present strike only affects commercial buildings.

Strikers maintain that the January snowstorm actually helped their strike because it pressured management to clear the snow at a time when the very people who do the shovelling are the striking maintenance workers.

At a news conference Bevana announced that the strike was placing major strains on management. Commercial building tenants were complaining at how filthy the buildings are. Yet at 112 West 34th Street, tenants support the striking workers. Tenants there told the *New York Times* that they know the workers personally, they inquire how strikers are weathering the cold temperatures, and tenants bring them hot cups of coffee. Workers there hope that the daily inconvenience to management will convince tenants to pressure their landlords for a swift settlement.

Several labor leaders have already

pledged that their respective unions would honor 32B-32J's picket line, mainly the local service worker's union. Bevana has also announced that over 100 labor leaders belonging to the New York City Central Labor Council pledged to give full support to the strike. Members of the Labor Council plan to respect the workers' picket line and to contribute to the local's strike fund, which Bevana said would pay strikers \$50 a week. Strikers currently get \$7.50 a day.

Solidarity for 32B-32J appears to be widespread among other organized workers. Strikers reported that truck drivers were honoring their picket line and refusing to make deliveries. UPS workers from the Teamsters are inconveniencing management by insisting on curbside delivery of packages. Mail packages also went undelivered because some Postal Service employees and drivers for private parcel services refused to cross the picket line. Only non-union Fed Ex workers have been making uninterrupted deliveries, which has had negligible impact on the strike.

To the maintenance workers at the Graduate Center, the significance of 32B-32J's strike moves well beyond management's proposed two tier wage system. RAB's plan to break the union affects striking workers' entire way of life many of whom are female immigrant workers with families to support. Their plan proposes that, beyond the two tier wage system new employees, when hired, will not be part of the 32B-32J union. Nor will new hires receive health insurance for up to six months and they will not be permitted to work for more than 30 hours a week. Management also intends to eliminate job descriptions in an effort to extract greater productivity per worker.

Finally, after six months, new workers could be replaced with a new batch of non-union workers, thereby effectively instituting a "last hired, first fired" policy designed to permanently keep organized workers out. Gary Diaz, a maintenance worker, observed that management's proposal would lead to mass lay-offs throughout the 1,000 commercial buildings involved in the labor dispute. "I'm scared that they'll find reasons to let us go one by one and then they'll put new guys in at a much lower wage." Another striking worker, Santo Mortillaro, predicted: "It's going to be a disaster and it's going to show." Frank Bazel, a picketing porter, noted with trepidation, "If management can take down 32B-32J, it will have a domino effect around the city."

Few of the maintenance workers have ever been on strike, organized a demonstration, or know what to do on a picket line.

"People are getting frustrated," complained Brian Mathews, a striking porter. "We're not making any money standing out here freezing." Graduate Center handyman for 8 years, Carlos Pullido, hopes management will sign 32B-32J's contract soon: "I would like the situation resolved so everybody could get their lives back in order. I realize that this strike, as far as building employers are concerned, may not be a direct result of building management's decisions but RAB's, although the strike outcome could definitely be determined by pressure on building management or RAB, or the subcontractor [at the Graduate Center], Triangle Building Services."

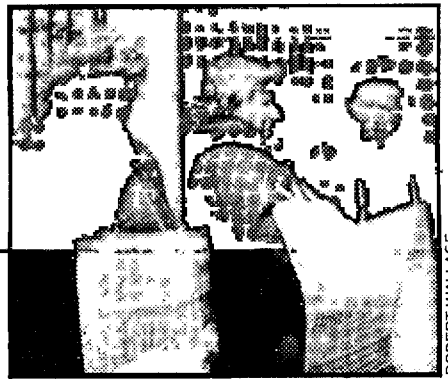
At the bottom of the maintenance worker's hierarchy are the female immigrant workers who clean the buildings at night. At the Graduate Center, the women are primarily Croatian and Latina and every weekday afternoon five female strikers stand together from 3 pm until 7 pm. One female Facilities Department worker from



Brooklyn, is a single mother with two children, both boys ages 6 and 8. Her eldest son began college last year. "Sandra," of Queens, is a cleaning lady who is married with two sons in their twenties. Her husband is a plumber, currently employed, and her eldest son attends college. "I would like to see that this strike is resolved," said Sandra in an interview with *The Advocate*. "We could go back to our jobs because of all the difficulties the strike has caused. The union has to keep pace with cost of living increases and maintain job security for us."

Presently the direction and duration of 32B-32J's strike, far from over, is in the hands of the local's president. As Bevana sits in his headquarters near Canal Street and draws on his \$412,000 salary, (the highest paid to any local union official in American labor history), Bevana, like many of his own workers, is inexperienced at running a strike, building mass support from the bottom up, or mobilizing organized labor in support of his union. Much to the dismay of 32B-32J's rank and file, Bevana deliberately has not informed the strikers of the status of contract negotiations. Furthermore, the union president has discouraged rank and file mass rallies, and only recently has called a union-sponsored demonstration. Bevana may well consider donating part of his bloated salary to reduce the costs of the city's real estate industry which has been in a recession since 1987. Berg denied that the real estate industry was proposing a two-tier wage system, calling it instead a system of "progressive wage increases", in which the salary of new workers would eventually rise to the level of senior workers after six years.

Management, according to Berg, had offered 32B-32J a 2% increase over the next three years for current workers and that such a raise could only be accomplished if the salaries of new workers was reduced by half. Union President Bevana is demanding a 3.8% wage increase for all building workers per year over the next three years. But Berg insisted that management was not trying to hire permanent



Our building workers on strike, hoping for a better contract.

replacement workers at present, but such a maneuver would not be precluded in the future because management will not sign a contract without a reduction in starting pay.

Labor-management negotiations have been ongoing intermittently at the New York Sheraton Hotel in midtown. Bevana may well consider donating part of his bloated salary to the rank and file's strike fund, if he wants to be re-elected president of 32B-32J. How long the strike will last and under what conditions contract negotiations will be ratified remains to be seen. US Secretary of Labor Robert Reich has been summoned to mediate collective bargaining. What also will become evident, if and when the strike ends, is whether Bevana capitulates to management by selling out his striking workers while he, a novice union bureaucrat, marches merrily to the bank.

ANNALS OF ADMINISTRATION

OF RATS AND SCABS

SOME PEOPLE JUST DON'T SEEM to understand what "strike" and "scab" mean.

At a meeting with the DSC Steering Committee, GSUC President Horowitz asked the student government to encourage students to clean the basement mezzanine student center. Things are getting unsanitary, mice proliferate, rats are on the way, says she. In other words, the strike is having its intended effect and the students' "community" duty is to scab for management to save them the trouble and money of hiring real scabs.

The request was reiterated at a meeting between students and the Acting Vice President for Student Affairs Susan Zalk, who, armed with too little information to make a really good case and too much misinformation to be fully credited, stood



Zalk asks for scabbing.

in for the President. Apparently the President, having been burnt last spring over publicly defending the unpopular Peace Officer initiative, thought better of appearing before the student body to ask them to break a strike. Wise and politic move on her part, for once.

The administration claims that it is caught between the contractor and the union in this strike, that the Graduate Center has no influence on the outcome of this strike and that therefore the building should be cleaned either by the students or by scab labor, preferably the former. After listening to the administration's arguments, the following points remain to be answered:

1. The administration has refused to state publicly or in writing its position and role in relation to the 32B-32J contract.

2. Crucial members of the administration have indicated their lack of sympathy with the union's demands.

3. The union is allowing building by

building settlements, and some buildings have settled, yet the Graduate Center workers remain out in the cold. Why — unless the administration is refusing to sign a contract.

4. The Graduate Center has a poor track record on labor relations. The security guards were moved out of a good union and a contract with health benefits into a company with a sham union and a contract without any health benefits. They are currently being replaced by Peace Officers, a replacement program of which the President has been a vocal and ardent supporter. First they lost their benefits, now their jobs! So much for the administration's cloying protests of sympathy with workers here.

5. The sole purpose of a work stoppage is to pressure management to settle by withdrawing a crucial service without which operations must eventually close down. For anyone else to supply that service vicescates the strike. It's to say to the strikers: stay out in the cold as long as you want, don't get paid, don't pay your bills, we don't need you, we can outlast you.

6. There is no distinction between having students clean the common area and hiring scabs save that students don't get paid and scabs do. The students should consider their relation to the maintenance crew once the strike is over and they return to work. Do we want to be known as the people who made the strike last longer? Do we want to be the administration's scabs? Let the administration scab for itself!

7. Students, whose tuition pays for such things as maintenance and administrative salaries, should be the last to be asked to clean. It is not our contract. If the administration wants the building cleaned, it should sign a contract.

For the above reasons, the Doctoral Students' Council held with its January 20 resolution to request that students not be asked to perform maintenance tasks during the 32B-32J strike.

Addendum: It would be encouraging to see members of the administration clean up. If the President would require them to do the work, you'd see a signed contract in no time. — ROBERT HOLLANDER