

Is  
Pledger-ism  
Legal?

# The Duke Chronicle

The  
Vigil  
Lives

Wednesday, May 15, 1988

Durham, North Carolina

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## 200 students, faculty reconvene despite rain

### Trustees meet this morning with workers, students, faculty; Creamer charges bad faith



And the rains came

Umbrellas and plastic bags are the order of the day

## Senior faculty action to board stall unsure

The "concerned Faculty of Duke University," a segment of the senior faculty which organized apart from the Academic Council in response to the Duke Vigil several weeks ago, has now established a steering committee, according to Dr. John Buetner-Jamisch.

But what action the new faculty group will take, should negotiations for collective bargaining continue to stall, is not yet certain. Many students are looking to the faculty for support. If present discussions between the Blackburn Committee and the special Trustee-Administrative Committee should prove fruitful.

**THE IMPLICATIONS** of the last paragraph of the "concerned Faculty's" original pledge allows only speculation: "Should the process of mutual consultations encounter difficulties, we are determined to do everything in our power to see that the intent of the Academic Council's resolution is achieved."

Few of the faculty had resigned in mind when they signed the statement,

but some had already resigned before the Vigil started for other reasons. The Vigil was not the direct cause of these resignations, says Dr. Buetner-Jamisch, but some of the factors which led students to support Local 77 also led some faculty members who signed the "concerned Faculty" and "Community Support" statements to resign before April 1.

The immediate view of the "concerned Faculty" group, says Dr. Charles Tanford, was that the principle of the justice of the students' demands should be recognized. It would be "absurd," Tanford believes, for students to think that collective bargaining on a practical basis could be achieved overnight.

**BUT THE "concerned Faculty"** did ask that the Blackburn Committee bring the Academic Council's resolution "to the attention of the Trustees and Administration of this University, and that it will press for an early reply from them."

The long range view of the "concerned Faculty," says Tanford, is that the faculty has not played its proper role in the University. The Duke faculty is well-paid and receives many fringe benefits, but at the same time it has sacrificed its role in decision-making in the University.

One sign of progress since the Vigil is the Academic Council's recognition that faculty non-members of the Council can and should attend Council meetings.

The Academic Council has not yet endorsed the report of the Blackburn Committee, but it has not been asked to do so.

About 200 students and faculty marched from East to West Campus yesterday to take up positions on the main quad and renew the Vigil.

It was raining as they approached the quad singing the "Battle Hymn of the Republic."

They moved into the Chapel at 6 p.m. due to the downpour.

They came, said Bob Creamer, head of the Vigil Strategy Committee, "disillusioned with the Board of Trustees. We thought they were dealing with us in good faith. But they do not understand the serious crisis in the country. We are here out of sadness and determination."

This morning the special trustee-administration committee considering collective bargaining will meet first with the students, then with the faculty and employees.

Leaders said the Vigil would remain on the quad until the Trustees make a statement this afternoon.

**BUNNY SMALL**, a Vigil leader, speculated that the trustees would not establish any better relations with the employees than they have with the students and faculty, which are, she said, hamstringing in their own separate advisory councils.

The trustees committee issued a statement Saturday calling for the establishment of a "council of non-academic employees" and also a "Duke University Employee Relations Advisory Committee."

The statement did not mention the issues of collective bargaining or of binding employee-administration contracts. According to Henry Rauch, chairman of the board of Burlington Industries and head of the special committee, "the composition, scope and function of these groups are subject to further study."

**RAUCH** reportedly represents the more "conservative" element of the Board of Trustees. The others are more "liberal" with Walter Updegrave and Brandy Watson reportedly the most "liberal" trustees on the special committee. The other members are Charles Wade and P. Huber Hanes.

Dr. John Strange, one of the principal organizers of the Vigil, declared at yesterday's rally, "Administrators deal with what they have to deal with. That's why we're out here. We want to confront the administration, students, and trustees."

**Jack Boger**, another speaker at yesterday's rally, criticized Frank Ashmore, Vice-President of Institutional Advancement, a recent speech to the alumni in Greensboro. (See page 2) Ashmore had said that students participating in the vigil "had to have an outlet after the death of Martin Luther King, and so that's why there's a Vigil, but now it's all over," Boger phrased it.

**BOGER** also announced plans to hold a rally of solidarity with the Poor

People's March passing through Durham Thursday. He said Duke students, the people in the march and North Carolina College students would be involved, "if it can be arranged." Boger asked for financial contributions for the march.

The students meeting with the trustees this morning are Bunny Small, Jack Boger, Jon Kinney, Huck Gulman, Wade Norris, Martha Jean McVay, Becky Bogard, Ehan Grossman, and Tom Banks, all elected officials representing "campus opinion."

Vigil leaders are not optimistic about changing the trustees' position today. One said, "They have done nothing. Watson told us, 'We share the same beliefs about the decision-making process' and they have not shown it."

Vigil leaders insist on getting the trustees to approve mutual binding agreements with the employees. No

further action is planned beyond the Thursday rally with the Poor People's March. However, a group of radicals have suggested seizing a building, perhaps a dormitory, if the trustees will not respond to the persuasion of the Vigil.

**Wright Tisdale**, chairman of the Board of Trustees, agreed to a \$160 wage by July 1, 1989, when he addressed the Vigil Wednesday, April 10. He was greeted by the anthem of the civil rights revolution, "We Shall Overcome," which he joined in singing.

The Vigil, grown to 1500 people, ended Thursday, April 11. The protestors voted in Page Auditorium to continue boycotting and picketing the Unions and to raise money for the non-academic employees' strike fund. The next day the Academic Council's newly-formed committee on collective bargaining,

headed by Dr. John Blackburn, began meeting.

The trustees issued a statement Thursday, April 15 establishing a joint committee of trustees and administration personnel to "look into the adequacy of the relationship between the University and its non-academic employees."

They also asked the non-academic employees to return to work with a promise that funds to meet the \$160 wage increase would receive a high priority.

The non-academic employees returned to work Monday, April 22 after the trustees issued a timetable for the proposed wage increases. They called a three-week moratorium on the strike, scheduled to end Sunday, May 12.



Over 200 reassemble on main quad

Vigil resumes with the number it started with

## Blackburn foresees some progress, but no solution by this afternoon

The Blackburn Committee, appointed by the Academic Council several weeks ago to negotiate with the special Trustee-Administration committee on institutional relations with Duke's non-academic employees, is making some progress but the timetable of action now clearly differs from that of student supporters of Local 77 participating in the Vigil.

Three weeks ago there was more

optimism about a settlement of the issue before the end of the academic year, but Dr. John Blackburn, the faculty committee's chairman, says a solution should not be expected by this afternoon.

The Trustee committee, Blackburn's committee, workers and student leaders of the Vigil are to discuss the situation this morning.

Although Blackburn terms the Trustees' proposed advisory commission a "major watering-down" of his committee's suggested Duke University Employee Relations Commission (duerc), he points out that the Saturday statement of the Trustees did acknowledge a commission of administration, faculty and employees.

**WHILE SATURDAY'S** negotiations were mostly an exchange of ideas, with both the Blackburn and Trustee committees presenting their proposals, the Trustees do accept some form of employee participation. The focal points of negotiation now center on three aspects: the degree of employee participation, the form of the employee organization, and the composition and functions of the employees' commission.

The ultimate degree of employee participation would be collective bargaining on a contract basis. Such a plan would mean recognition of the employees' rights to organize, their right to select their own representatives, the right of the representatives to meet with employer representatives and research agreements thereby, and some method of enforcing the agreements.

It is not clear whether Blackburn's committee would continue to meet during the summer and/or next fall, but negotia-

tions with the Trustees will definitely continue until the end of May, says Blackburn, "if there seems to be an agenda."

**THE FACULTY** group is likely to be invited back after Wednesday's meeting for more discussions, but if at any point there is no progress, Blackburn's committee will report back to the Academic Council and the next step would then be considered.

Blackburn's Committee is working on the basis of two resolutions of faculty groups. One was passed on April 15 by a general faculty meeting and stated, in part, "There must be no barrier to the consideration of arrangements whereby the employees organize themselves into groups if they so wish and have their representatives deal with the University to reach enforceable agreements."

The second resolution passed the Academic Council on April 10 and stated, in part, "This Council goes on record as expressing its sentiment that the university authorities have made a serious commitment to the university's non-academic staff; it now requests that

the Executive Committee of the Council act together with the President, his deputy, the Provost, and the appropriate planning authorities of the university to reexamine those commitments of the university that would make possible a continuing elevation of living standards and working conditions for our non-academic associates in the Duke community, including the nationally recognized rights of collective bargaining for all workers."



Jack Boger addresses the crowd. Criticizes Vice-President Ashmore for his speech to alumni

### Correction

The referendum on the Inter-Fraternity Council conducted Thursday was not sponsored by Lambda Chi fraternity as stated in the Friday, May 10 Chronicle. It was conducted by a few individuals who are members of that fraternity. The Chronicle regrets the error.



Day Piery on quad

This Vigil had no class boycott



## Chairman Tisdale tells it like it is

## Text of trustees' statement

The next meeting of the Special Trustee-Administration Committee is scheduled for Wednesday, May 15. At that time the Special Committee expects to meet with the Blackburn Faculty Committee, students and non-academic employees.

## Editor