

B & G Strike Pressures College

Employee's of the College's Buildings and Grounds Department voted to strike early yesterday morning at a meeting in Mather Hall.

The employees, members of local 531 of the Service Employees International Union, AFL-CIO, followed the suggestion of their negotiating committee and agreed to the strike 45 to 5. 50 of the Union's 65 daytime workers attended the meeting.

Union negotiators spent much of the hour-long meeting explaining the Union's demands and the College's offer. Each explanation was translated into Spanish and Portuguese.

It took Union representative Harold Alpert three tries to get a hand vote on the strike proposal. Finally, Frank Gontarz, the local's business agent, stood up and yelled, "Who is for the strike?" The employees responded enthusiastically.

One of the employees asked for a secret ballot. He withdrew his request when no one else asked for a secret ballot.

Before the vote, Gontarz said that the College's offer was their "final offer" and that the Union would have to strike to "get anything more out of them."

Gontarz and Alpert said that the Union would do everything possible to revive the contract talks. They said that until then they would try to "close up the College."

As soon as the vote was taken, placards were made and pickets were assigned. Picket lines were set up within fifteen minutes of the strike vote.

The Union's major demands concern wages and the College's pension fund for B & G employees.

The College's final offer included a basic 7% wage hike. The Union has asked for a 10.6% raise and added hikes for firemen and journeymen.

TRINITY TODAY, a newsheet printed by the College News Bureau said that the College's wage offer was "the best offer consistent with the financial constraints under which we operate as a non-profit institution."

The Union has also asked that all contributions to the employee pension fund be made by the College. Presently, employees contribute 5% of their salary to the fund.

Other union demands concern paid holidays, sick leave, and cost-of-living pay increases.

The College claims that the Union demands on sick leaves and holidays would

give B & G workers special treatment not given to other College employees.

The College has said that the Union demand for cost-of-living pay increases would cause problems for the College's budget formation process. The College claims that pay adjustments can be made in yearly wage negotiations.

Buildings and Grounds employees are responsible for maintaining all College buildings. Gontarz said Wednesday afternoon that all B & G employees except two janitors and "3 or 4 foremen" are on strike.

In a memorandum issued Wednesday afternoon by Robert T. Kelly, chief of B & G's custodial branch, the College said that Building and Grounds employees "will be unable to clean buildings for the duration" of the strike. He said that students could use cleaning items from the janitors closets to clean their dormitories. He said that a supply of paper towels and tissues had been put in the closets for the students use during the strike.

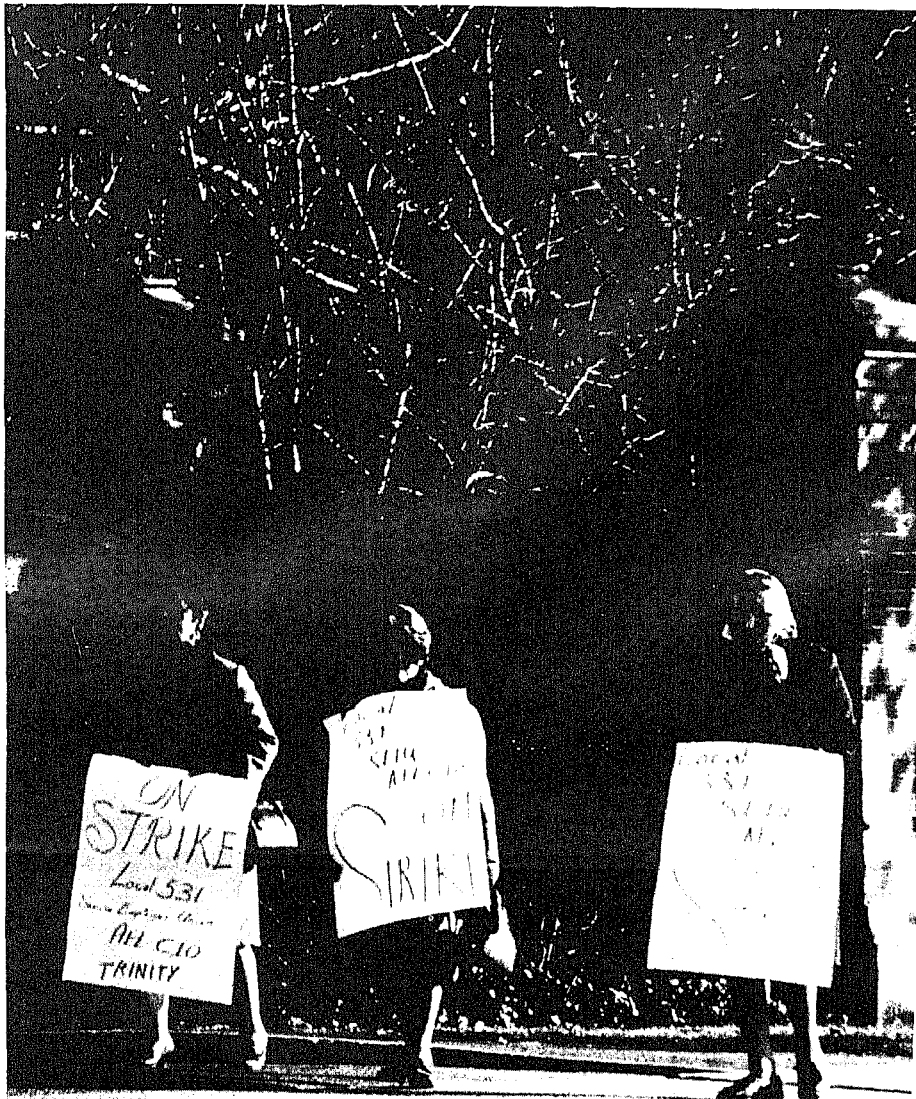
Spokesmen for the College and SAGA foods said Wednesday that they thought there would be no interruption in either dining hall services or the heating of College buildings.

Jerry Lithway, a SAGA employee, said that a number of truck drivers, members of the Teamsters Union, had refused to cross the picket lines. Lithway said that any trucks that refused to cross the lines were being unloaded at Good Shepard School and brought to the College in private cars. SAGA also runs a food service at Good Sheperd. One truck, carrying meat, was unloaded on New Britain Avenue and the food was transferred to the College by car.

Riel S. Crandall, Director of Buildings and Grounds, said that the College has enough heating oil for "four or five days" if the warm weather continues. Crandall said that the oil would last two or three days if the weather became cooler.

Crandall said that he expected fuel oil suppliers to "make arrangements" to supply the College with more oil even if teamsters driving the oil trucks refused to cross picket lines. Earlier in the afternoon Gontarz said that he would not make an exception for fuel oil trucks.

Vending machines on campus have been emptied because the company which owns them is afraid that they will be vandalized by students in sympathy with the strike.



Even the mistresses of Mather take to the picket lines on the first day of B & G's strike against the college.

Now	Union Proposal	College Counterproposal
9 paid holidays	11 paid holidays	same as present
3 personal days off	5 personal days off	same as present
no pay for personal days off	pay for personal days off	same as present
up to 15 days sick leave with full pay as a result of workman's compensation and reduced salary--sick days must be earned at the rate of 1 1/4 working days earns you 1 sick day	guaranteed 15 days sick leave with full pay	same as present
	one year contract	two year contract with wage negotiations after one year
	cost of living rider raise	yearly review of wages, but no automatic raise
	4 extra weeks vacation after 10 years of service	4 weeks after 15 years of service
	step automatic raises	no raises automatic except a 10¢ raise after 1 year's service guaranteed
holiday pay is 1 1/2 times regular pay	holiday pay of 2 times regular pay	same as present
40 hour workweek with overtime options	35 hour work week with 40 hours pay	same as present
Blue Cross, Blue Shield	changes in insurance policy, including the college picking up more of the expense	same as present
compulsary contribution of 5% of wages to pension fund, with college donating at least 6%, depending on position	the college should change policies, to one run partly by the union, and the college should pay the full cost of the pension program, without any salary deductions	same as before, except the employee doesn't have to contribute any of his salary if he choses not to, although benefits will be that much lower when they are finally collected
Janitors: 2.20-2.50.....	25 cent raise	15 cent raise
Maids: 2.00-2.30.....	25 cent raise	15 cent raise
Groundsmen 2.25-2.55.....	25 cent raise	15 cent raise
Driver: 2.35-2.65.....	25 cent raise	15 cent raise
Firemen: 2.50-2.80.....	65 cent raise	50 cent raise
Journeymen: 3.50-4.15.....	35 cent raise	20 cent raise

No Great Loss

Students View Walkout

A TRIPOD survey of three dormitories elicited mixed opinion concerning the strike by buildings and grounds employees. Most students were sympathetic to the union's pay demands, but many questioned whether B & G employees have been doing an adequate job.

One student in Cook dorm said he felt that B & G members had a right to strike for more money, but added that he thought many B & G workers "goof off" and do not do a full day's work.

"I worked for B & G last year," he said, "and the work they are doing does not even justify the wage they are getting now."

Another Cook student feared that if wages for B & G workers were raised, tuition costs would have to rise also. He added that many of the strikers he observed on the picket lines "looked like they didn't know what they were doing. Many of them looked like all they wanted to do was go back to work. They need the money more than they need the strike."

A Cook coed advocated lowering the pay of Dr. Lockwood and other administrators in order to raise the wages of the B & G workers.



Another student in the dorm said that if workers were being underpaid, the college is at fault. But he took issue with the action of the union in cutting off negotiations because the college refused to pay the workers for the time taken up by the negotiations.

Many students in Cook dormitory said they had not given the strike much thought, or didn't understand the reason behind it. Others said that they had felt few effects of the strike so far, but expected to feel some soon.

Jones Hall students were generally sympathetic to the strike but they expressed a desire that the maintenance men get back on the job quickly.

"The strike is all right as long as they come back soon enough so we won't have garbage all over the halls," said one second floor Jones coed.

Garbage in Jones Hall might become a problem, commented another resident. He noted that some "inconsiderate students" had a tendency to dump garbage in the hall, even when waste containers were available.

"I really have sympathy for their cause," said another Jones coed. "But I just can't bear dirt." The strikers are "the people who are being taken advantage of by other people," she continued.

She said that she would object if her tuition were increased to help pay for any wage hike for the strikers.

All of the students interviewed from Jones Hall said they would not like to see their tuition hiked because of an increase in wages or benefits for the strikers.

Some students wondered whether the college could afford the salary increase for some of its employees.

Many questions were raised concerning the present contract and the fringe benefits now held by B & G workers.

A dozen Jones residents were interviewed and all asked to remain anonymous. One coed who called the strike "stupid" said she was afraid B & G workers would leave garbage at her door if they knew who she was.

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TCC Rejects Role in Talks; College Shuns Public Debate

At a meeting Wednesday afternoon, the Trinity College Council refused to discuss the strike of Buildings and Grounds employees with Union negotiators and students.

Shortly after the meeting began in Wean Lounge, the Council voted to go into Executive Session to discuss whether or not to receive a verbal communication from President Lockwood concerning the operation of the College during the strike. The vote in favor of this motion was 10 to 6.

In executive session, Thomas Smith, Vice President of the College stated that for Lockwood to speak open session would constitute negotiating in public. After defeat of a motion not to hear the President's communication, presented by Charles Yeager, '72, the Council voted, to hear Lockwood in closed session.

Harry Bartlett, assistant to the President spoke for Mr. Lockwood. Bartlett stated that "the union, by striking, is opposing the College, and regulations indicate they must stay off campus." Bartlett further asserted that "we (the administration) are your representatives."

Richard Crawford, associate professor of biology, asked what should be done if union pickets attempted to keep faculty or students off campus. Bartlett answered that federal law requires pickets to keep in notion and not block entrance to the College.

Dean Robbins Winslow raised the issue of the apparent opposition between the College and its traditional policy of having controversial speakers on campus. Bartlett stated however that the College had the right to keep union members off campus. He said at union members on campus would be asked to leave.

Bartlett expressed the administration's position to be that "we want to settle the

strike, but we don't want public debate." He further stated that the College was willing to "sit down over the bargaining table with federal mediators present. The issue in the strike now is one of wages, and we have made the best offer possible within the limits of our fiscal constraints."

Dean Winslow moved that the record of the closed session be made public. This was agreed to with one member opposed. Before opening the session, Tim Wallach, '72 moved that the Council invite a representative of the union to address the executive session. Wallach's motion was defeated by a vote of 10 to 7, with 3 abstentions. At this point, the public was readmitted.

Several students from the audience attempted to have the agenda changed to allow discussion of issues related to the strike. A motion to this effect was defeated with 4 votes favoring the motion. After this vote, the large majority of students present left the meeting.

Following the reports of several committees, and another closed discussion of honorary degree awards, the Council allowed interested persons to address the Council on questions related to the strike.

Chris Chase, '74 and David W. Green, '71 said that in their opinion, the Council should have taken some action. Green said that the Council's failure to respond was another example of the College's general insensitivity and unresponsiveness. Green stated that the Council should hold an additional meeting to air the views of all interested parties.

A motion was offered by John Rezek, '71, calling for an open meeting of the Council on Friday to hear all sides in the dispute. Mr. Smith stated in discussion that the administration would refuse to discuss the issues of the strike in public. Rezek's motion was defeated by a vote of 8 to 6, with 1 abstention.



STRIKE!

The third try gets a positive strike vote from union members meeting in the Mather game room yesterday morning at 7 a.m. The vote was 45 to 5.

Picket Lines Don't Cause Curtailment of College Services

College dining facilities, the bookstore, and the mail service are reported operating normally after the first day of picketing by striking service employees.

Two Union truckers who refused to cross the AFL-CIO picket lines were diverted to off-campus delivery sites yesterday.

A morning delivery of waffles and peas was unloaded at a SAGA outlet in West Hartford, and an afternoon delivery of meat went to New Britain Avenue. Jerry Lithway, manager of the dining services, met the trucks and brought the food to campus in his car.

Bookstore deliveries were uninterrupted, save for United Parcel Service trucks that refused to cross picket lines. The Service brings merchandise, such as toothpaste, to the bookstore. Book deliveries are not expected, save for special orders, which arrive through regular mail.

One mail truck did not cross the picket lines this morning, and the delivery was made by a postal supervisor. Albert J. Campanelli, vehicle operations analyst, explained to Frank Gontarz, union business agent, that obstruction of mail delivery to the College, a contract postal station, is a federal offense. Gontarz agreed to allow mail deliveries to enter.

Other trucks that arrived at campus to make deliveries also refused to cross picket lines. One driver, bearing towels for the Athletic Center and the dining room, said he belonged to the Amalgamated Laundry

Union. When asked why he would not enter the campus, he said, "I don't have no reasons-you just respect them picket lines, that's all."

Lithway said the towels would be delivered today by a non-union driver.

The picket lines parted for all trucks to the television station in Boardman Hall, but trucks with supplies to the Cassius Clay broadcast, sponsored by an off campus group, were stopped.

A delivery from G. Fox department store was stopped. When the contents were found to be for students, Gontarz allowed the truck to enter. He explained, "If the delivery truck is for the administration, we will stop it. We are sympathetic to the students; they have more problems than we do."

Oil deliveries are of major concern to the College. Unconfirmed sources said the College has enough oil to last a week. Gontarz stated emphatically that picket lines would prevent all oil deliveries to campus.

Other workers on campus have not respected the picket lines, and job attendance has been normal, according to Lithway. The kitchen workers are not a part of Buildings and Grounds, and are non-unionized. According to Lithway, there is no movement among the workers for a wage hike. Bill Bermudas, chief cook, spoke for all, "Who's going to pay me if I stay out?"

Strikers Sympathize With Students; Ask Support

Most Buildings and Grounds employees on picket lines Wednesday expressed sympathy for any students "hurt" by their strike and said they hoped students would support their actions.

Tom Perrone, an air conditioning and refrigeration mechanic and union negotiator, said that with student support "we could get this over with real fast."

Wilfred Chabotte, a B & G employee and union steward, said he hope "the students will back the strike up." Students "should get better conditions" he said.

When a truck arrived to service the coin operated washing machines in the College laundromat pickets said that he could go through their lines because "stopping him will only hurt the kids." The driver of the truck had agreed to respect the picket line if the union employees asked him to.

Frank Gontarz, the business agent for the Union local which represents the B&G workers, said that the union felt "nothing against the students" but that students "might get caught in the middle to a certain

extent." "The product the College is producing is your education and we have to stop them from producing," Gontarz said to several students.

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