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# Maine Campus November 11 1975

Maine Campus Staff

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Midweek

# Maine Campus

Vol. 79, No. 20 November 11, 1975

**Four unions vie for support**

## Workers face bargaining choice

by Keith Holden  
Pete Wilkinson  
Carol Morelli  
Dick Price

Since last spring, collective bargaining has been the subject of debate and controversy both at the university and at

the legislature. The following is a Maine Campus investigative study of the collective bargaining issue.

Collective bargaining, a hotly contested issue last spring, is now a fact of life in the University of Maine system.

LD 827, the bill that authorized collective bargaining, gives University of Maine employees the right to join labor organizations for purposes of representation and collective bargaining with the University.

The bill does not establish collective bargaining, but it assures university employees the right to organize for the purpose of collective bargaining with the university. New university employees must choose which labor organizations they want to represent them.

Four established unions are currently competing for the title of agent for university employees: Maine State Employees Association (MSEA), American Federation of State, County and Municipal Employees (AFSCME), Maine Teachers Association (MTA) and the American Association of University Professors (AAUP).

These labor organizations are vying to represent six bargaining units of University employees.

The units will be structured system-wide, throughout all of the University of Maine campuses.

As in any labor dealings, there is a labor side and a management side. In this case, management is the university, while labor consists of university employees.

Two questions have arisen since the passage of LD 827: "Who will represent the employees?" and "Should the employees be represented by one agent, an agent for each campus of the university, or one agent for each classification of employees?"

The nine thousand member MSEA currently represents university employees in all areas, except faculty and professional, at all campuses. The labor organization is aiming its campaign at classified employees.

The MSEA claims its large membership is an asset to university employees. Its staff consists of an executive director, a staff council, a research analyst, a director of field services and regional representatives.

Linda Dyer, local representative for MSEA, said her organization is best equipped to handle the collective bargaining issue.

"We have made a commitment to collective bargaining," she said. "We feel this is the best way for employees in the state of Maine to have their voices heard."

The MTA, a second organization bidding to represent university workers, employs two full-time professionals. John

•continued on page six•



**Ayuh!**

Homespun humor gave Hauck Auditorium a Downeast flavor Sunday night as Marshal Dodge entertained a full house.

ginger mcpherson

## New housing co-op plans purchase of rental units

The proposed sale of 107 Capehart rental units by the University of Maine's Board of Trustees has sparked plans by the newly-formed Capehart University Housing Authority to purchase the units.

Backed by more than half the tenants, the co-op recently announced to the university administration that it has formed a provisional board of directors and is intensifying its organizational efforts.

The Maine State Housing Authority has shown interest in providing assistance to the housing co-op, including the possibility of purchasing a Federal Housing Administration (FHA)-insured 40-year mortgage on the project.

Tenant-owned cooperative housing is new to the Bangor area, but it is an idea "whose time has definitely come", according to Brian Dowdoin, chairman of the co-op's board of directors.

"Inevitably, when the University sells the Capehart units, rents will increase," Bowdoin said. "Under non-profit cooperative ownership, rent increases can be held down to a minimum. Under a private investor, we feel that rents are bound to rise drastically. The co-op is seeking to maintain quality in an area where rental housing is scarce and many students and young families with low incomes are in need of housing."

Bowdoin added, that co-op membership is also open to persons not presently living in the university-owned Capehart units. At present more than half of the 107 units house UMO faculty, staff and student families; the remaining units are occupied by former students and non-UMO affiliated tenants.

## Cultural affairs committee seeks \$3,000 proposals

by Jim Kiley

The Cultural Affairs Committee of the Council of Colleges has \$3,000 available next semester for groups wishing to sponsor cultural events.

And committee chairman Edward "Sandy" Ives, a professor of folklore at UMO, said the group is "looking for ideas."

Ives said in the 1976-77 academic year the committee will dole out \$12,000 to groups sponsoring cultural events. However, before the committee begins consideration of next year's budget, he said it will be accepting written proposals for the disposition of the remaining \$3,000 in the 1975-76 budget. Deadline for such requests is Dec. 3.

Ives said his committee defines a cultural event as broadly as possible, and everything proposed does not have to be of the same genre as a classical concert. In fact, he thinks the committee "should respond to what the people around campus want." He said the object of the funding was "to bring to our campus events that will enrich the cultural life of the university community."

Restrictions on allocations of the money are few, but the committee members have set up some guidelines which will help anyone interested to write a proposal.

Although there are no actual limits to the amount requested, Ives said the biggest grant ever given was \$3,500 while the smallest was \$100. The committee prefers the proposals stay within these two figures, but they do not entirely rule out requests above the \$3,500 level.

The committee stipulates proposals should be for an event or events which appeal to the entire university community,

rather than just one department. And Ives said just indicating the public is invited to the proposed event would not be adequate.

Ives said anyone may contact him or other committee members to ask if a request might be granted, but only written proposals submitted by Dec. 3 will be considered.

The committee meets Dec. 10 to consider how to allocate the \$3,000 for next semester. Proposal deadlines for next year are Feb. 15 and May 1, 1976.

Events which have been funded recently by the committee include films, concerts, lectures, dance troupes, and plays. Last year the committee funded the Italian film series, three dance troupes, including Canada's Entre Six, a lecture by architect Malcolm Wells, readings by poet Mark Strand, and the film "The Sorrow and the Pity".

This semester, the Nov. 12 appearance of the Eric Hawkins Dance group and the Nov. 15 performance of the Jerusalem Symphony, received funds from the Cultural Affairs Committee.

Ives also made a strong point that anything at the Bangor Community College will be considered. Already at BCC this semester, the committee has funded a religious film series and a program on re-enactment of the Arnold Expedition to Canada.

The cultural affairs money comes from the Arthur R. Lord Fund and from a fund left by the class of 1934. The committee consists of seven faculty members, one from each college plus the chairman and six students. Student members, one from each college, are appointed by the student senate.





## Midweek Weather

### Tuesday

Rain likely, but tapering to showers in the afternoon, high in the 50's.

### Wednesday

Fair, highs in the middle 50's, lows in the 30's.

### Thursday

Chance of showers, highs in the upper 40's, low 50's.

## news briefs

Gamma Sigma Sigma, a national service sorority, will sponsor a Christmas auction for Multiple Sclerosis Saturday, Nov. 15. New and used items will be auctioned (even pizza!) Anyone who wants to contribute items can leave them at the front desk in Androscoggin Hall. The auction will be in the Bangor Room of the Memorial Union from 1-6 p.m. Refreshments will be sold.

Gamma Chapter of Theta Chi Fraternity at UMO has been recognized by its national headquarters as being the fraternity's most improved chapter for the year 1974-75. Theta Chi National President George Kilaros, who made the announcement the fraternity's headquarters in Trenton, N.J., said the Gamma Chapter exhibited excellent improvement in many areas over the past year, particularly organization and exercise of its financial and pledge programs.

The UMO fraternity will receive the Sidney Ann Gilpin Lewis Memorial Trophy in recognition of the honor. The Lewis trophy, named after an Alpha Chapter alumnus, is awarded annually to one of Theta Chi's 165 nationwide chapters. Gamma Chapter at UMO, founded in 1907, is the fraternity's second oldest chapter, and currently houses forty undergraduate members.

Results of a UMO senior's research project in laser reflection have been accepted as a speech topic for an up-coming meeting of the Optical Society of America (OSA) in Boston, Mass. Deborah Johnson, who completed her project this summer through the Undergraduate Research Participation program, delivered her speech to the OSA Oct. 21. Johnson's research determined a previously unknown measurement in laser reflection off glass.

## HAPPY HOURS

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## What's on

BEING CALLED-Weedends to reflect, pray, look more closely at religious life. Nov. 14-16, for young women who are high school seniors and older, and Jan. 16-18 for high school juniors to age 20. \$10 or whatever you can afford. Also, Days of Reflection, Nov. 9 and Dec. 14. For information contact Sr. Joanne Roy, 64 Bacon St., Biddeford, Me., (207) 282-4215

### Tuesday, Nov. 11

ALCOHOLICS ANONYMOUS-Open meeting. MCA Center, 8 p.m.  
THE FILM MUSICAL-"Showboat" 7 and

9:30 p.m. 100 Nutting, 50 cents.  
HIGHLIGHTS OF AMERICAN MUSIC -Lecture, "The Anglo-American Tradition" Coe Lounge, Memorial Union, 7:30 p.m.

PET CARE-"Nutrition" with Dr. William Apgar, Ph.D., Peabody Lounge, Memorial Union 7 p.m.

MAINE PEACE ACTION COMMITTEE-The Maples, 7 p.m.

WELLS WOODSHOP-A hand carpentry WOMEN'S CENTER-Organizational meeting, Fernald Hall, 7 p.m.

### Wednesday, Nov. 12

GENERAL STUDENT SENATE MEETING-102 Murray Hall, 6:30 p.m.  
SOMETHING ABOUT -FISHING -Flies, lines and baiting, Fran Montville, Bangor Lounge, Memorial Union, 7:15 p.m.

MARX AND JUDAISM-With Dr. Douglas Allen, Coe Lounge, Memorial Union, 8p.m.

IDB MOVIE-"Play Misty for Me" 8 and 10 p.m., 130 Little.

DANCE-Eric Hawkins Dance Company, Hauck Auditorium, 8 p.m.

IMMIGRATION WORKSHOP-Arthur Poulin, Jr., Immigration and Naturalization Service, Guest Speaker. Peabody Lounge, Memorial Union, 7 p.m.

### Thursday, Nov. 13

CAMPUS FRIENDS OF CIVIL LIBERTIES-So. Lown Room, noon.

IDB MOVIE-"Play Misty for Me" 7 and 9:30 p.m. 100 Nutting.

Deadlines for What's On are Sunday 1 p.m. for Tuesday issues, and Wednesday 11 a.m. for Friday issues, 106 Lord Hall, 581-7531.

## NOTICE DECEMBER GRADUATES

ALL STUDENTS EXPECTING TO GRADUATE IN DECEMBER MUST FILE AN APPLICATION FOR DEGREE CARD AT THE REGISTRAR'S OFFICE OR WITH THE DEPARTMENTAL SECRETARY. CARDS MUST BE SUBMITTED BY NOVEMBER 15.

**This is a must in order to receive a diploma!**

## Campus Classifieds and Personals

**Classifieds**  
PERSON DESIRES RIDE NEAR ROCHESTER, NY, leaving Nov. 21-26. Discuss terms. Contact 7747-300 Estabrooke.  
MEN-WOMEN! JOBS ON SHIPS! American. Foreign. No experience required. Excellent pay. Worldwide travel. Summer job or career. Send \$3.00 for information. SEAFAX, DEPT. E-7, BOX 2049, Port Angeles, Washington 98362.  
LOST IN UNIVERSITY PARK-Man's brushed white gold wedding band. \$10 reward for return. Call: 866-3345.  
IF YOU NEED-to sell something, or want something-USE CAMPUS CLASSIFIEDS!

**Personals**  
Chaquita, it won't be long now!  
Bambino Gary, What color are your eyes?  
T'Vrona  
Companion: Venez bientôt a ma maison pour rencontrer mes deux petites filles. Elles s'appellent Heather et Erin.  
Islander  
Dear Andro Bathing Suit Beauties, Too cold for you Friday? Why don't you come up and generate some "heat"! Penthouse  
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## Student trustee plans supported

"Not having a student member on the Board of Trustees is almost like taxation without representation," said Student Government President James McGowan.

According to McGowan, the General Student Senate and University of Maine Organization of Student Governments (UMOSG) are planning to push for a student member on the Board of Trustees when the special session of the 107th Legislature rolls around in the spring.

In 1968, Steve Hughes, the last student trustee, was appointed to the Board of Trustees with two months left in the school year. He was to serve a seven year term. Hughes resigned from the board

last fall prior to his election to the state legislature.

The seven year bill was defeated by the 107th Legislature once, but it may have a chance of getting into the special session. "It all depends on how much time we can put into it," McGowan said. He would like to get a legislator from outside the University area to support the bill, as he thinks such support would carry more weight and objectivity in the legislature.

Even if the law does not pass, Gov. James B. Longley can still appoint a student to the board. Although it would be Longley's choice, McGowan hopes the governor would ask the student senate

and UMOSG for recommendations. McGowan said Longley may appoint a student even if the bill is defeated.

Although a student member of the Board of Trustees would not be a student for the length of the seven year term, McGowan says it is important to have someone on the board who has at least been a student at the university, someone who understands and can represent students needs.

"A lot depends on the mood of the legislature at the time," McGowan said. "If the bill doesn't make it into the special session, we will have to wait until the next regular session, after the 1976 elections."



James McGowan

## RAP program to increase women in educative administration ranks

Recognizing Administrative Potential (RAP), a program designed to prepare women for jobs as elementary or secondary school principals, was initiated this fall at UMO. The purpose of the program is to increase the number of women certified and qualified as educational administrators statewide.

RAP is a graduate program funded for three years by a \$16,000 grant from the International Paper Company Foundation. The grant provides tuition-free scholarships towards a master's degree in education.

The program involves 12 hours of experience in guidance, as well as classwork, according to Dr. Theodore Vrooman, associate professor of education. He said the guidance program enables the women to work with each other and to get to know themselves better.

Seven women are enrolled in the program this semester. RAP involves one academic year of study plus the following summer, so the women will graduate in August, 1976.

Currently, there are 12 female elementary school principals, no high school principals in Maine, and only one woman superintendent.

"If a school has openings in administration, they let us know," said Vrooman. "The first consideration is given to women."

Vrooman said the program was set up to alleviate discrimination against women in administrative fields. He added that it

was also set up in response to the Equal Rights Amendment, and in accord with the feeling that women deserve better jobs.

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AFSCME says:

## University Employees You Do Have Rights!

Employees without collective bargaining rights must beg. Wouldn't you rather bargain? You're on your way! The 107th Legislature passed the University of Maine Labor Relations Act—An Act Extending Collective Bargaining Rights to University of Maine Employees—which will be effective July 1, 1976.

BUT DON'T WAIT TO GET INVOLVED. If you've been watching the State Employees Labor Relations Act, you know how long it can take for administrative wheels to start rolling. But the better organized you are when the time comes, the better you're prepared to bargain.

AND WHO KNOWS BEST HOW TO HELP? AFSCME—Council 74, American Federation of State, County and Municipal Employees, AFL-CIO—based in Augusta, and active from Fort Kent to Kittery.

How can AFSCME help?

AFSCME IS RUN BY ITS MEMBERS through a democratic process—that means you have a voice.

AFSCME HAS EXPERIENCE in organizing and collective bargaining. AFSCME isn't a mill that does little but grind out press releases: AFSCME NEGOTIATES. In fact, AFSCME has negotiated over 70 active contracts for municipal employees in the State of Maine.

AFSCME HAS RESOURCES. AFSCME's national headquarters has developed active legal, legislative, research and education departments whose staff assist over 800,000 AFSCME members nation wide.

## Interested In Learning More?

Council 74, AFSCME  
2 Stone Street, Cony Circle  
Augusta, Maine 04330  
Toll Free: 1-800-452-4627  
Or, on campus, call:  
Nancy McCrossin, Secretary (827-7485 home)  
Tony Joaquin, Vice President (827-2179 home)  
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## Editor of the Maine Campus

for the spring semester 1976

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## More than we bargained for

"Will they [the bargaining representatives for both sides] know how to give? I'm afraid that some people will think it's all take."

--Dr. Peter H. Fitzgerald,  
Assistant to UMO Pres. Howard R.

When the collective bargaining law becomes effective July 1, 1976, there probably won't be any immediate change in relations between the university and its employees. But from that day on, LD827, now merely a law on paper, will have the potential of becoming a law in fact, as well.

So, armed with a lengthy investigative study of the collective bargaining law and its possible effect on this university, we would like to make a few observations on the subject.

Ideally, at least, collective bargaining will provide a much-needed channel for the complaints of university employees. Better organization of faculty, professionals and other employees has always been needed at UMO,

and collective bargaining would ideally solve this problem, providing a forum for employee beefs.

But that view of collective bargaining is the ideal one. And there are some very real aspects of the planned collective bargaining process which do not look so rosy for UMO students, administrators, and employees as well.

We at the *Campus* are particularly wary of the complexity of the whole collective bargaining process, as defined by LD827. The terms of arbitration, should bargaining be necessary to resolve a particular dispute, are so involved that it is obvious the agents bargaining for a unit will undoubtedly become bogged down in a mass of pointless legal jargon.

And we question if such intricate terminology and labyrinthine legalities will really serve the best wishes of UMO employees. Such complex processes, implemented to better organize, often defeat the goal--getting something done speedily and directly--by tying the issue up into bureaucratic knots.

And, sometimes in such cases, when the red tape is finally untangled, those involved

discover that somewhere along the line things ended up differently than they'd planned.

If this seems like a long-winded way of saying we believe simplicity is best--it is. That's the point.

Rather than solving the communications problems which now exist among members of the faculty, professional and classified employee units in their attempts to deal with the university, the collective bargaining process may further alienate them--from each other and from the university.

## EDITORIALS

We tend to share the fears of Fitzgerald, Neville's "collective bargaining expert"--that such bargaining agents, being one step removed from the university employees they represent, may destroy the relatively cooperative system which presently exists here by trying to take more than the university can give.

## The Connecticut compromise

Jim McGowan calls it "taxation without representation." Jim Longley doesn't say too much about it, which is a switch.

No, believe it or not, the budget is not under discussion. It's that well-traveled, much-maligned topic of conversation and legislative debate, the Student Trustee.

Not much progress has been made since last spring when the idea of a student trustee was on everyone's mind. At that time Sen. Ted Curtis (R-Orono) sponsored a bill which would have created a permanent student seat on the Board of Trustees. The 107th Legislature killed that bill after proposing various amendments.

Now McGowan is talking about reviving the bill during the on-again off-again spring 1976 special session. Curtis says the session will be held, the only uncertainty being who will call it--Longley or the legislators. And the Orono senator says the trustee bill will be re-introduced.

It may hearten McGowan and his fellow student government lobbyists to learn that

another New England land grant university has managed to obtain twice what Maine is looking for with little or no turmoil. It seems the University of Connecticut elected--that's right, elected--two (2) students to the state Board of Trustees. Governor Ella Grasso created two new seats on the board for the students, who were selected in a general election by their fellow students. The terms run for two years.

The creation of the seats did not require any legislative action or debate. The change was initiated by the students.

The way the students placed their names on the ballot will make Jim Longley lose the rest of his hair. All they had to do was obtain 200 signatures on a petition. 12 students met this requirement. When the election was held, the top two vote-getters became the new trustees.

As if to emphasize the lack of turmoil and fanfare surrounding this major breakthrough, only six per cent of the UConn student body voted.

So, to both Jim's we say--Think about it!

—Commentary—by Marc Zimmerman—

## How do you spell relief?

For the lack of anything better to do, I recently conducted an impromptu poll. The question of the day, or maybe I should say the semester, was, "How do you spell relief?" One out of eight polled responded with the expected R-O-L-A-I-D-S answer, while seven others offered a simple but painfully obvious solution to a question which has been boiling in the hearts of many: "Change ridiculous fall semester academic schedule."

In case some of you more zealous students hadn't noticed, we are now entering our eleventh consecutive educational week here at UMO without any appreciable recess. Although Thanksgiving is just around the corner, the break will hardly administer enough of the much needed panacea to lift the UMO academic community from the mid-semester doldrums.

Morale has gone into hibernation a month early this year, and apathy is shadowing a large segment of the UMO

student populace. Students and faculty are very irritable and suppressed anger breaks down the wall of rationality at earlier stages, it seems. The symptoms I speak of manifest themselves in many varied forms, but one sad, representative case sticks out in my mind.

One evening as I toured the nearby bars, I came upon a freshmen coed, sitting dejectedly in the corner reading her *Foreign Policy In World Politics* text. Tears streamed unashamedly from her eyes. My humanitarian spirit pushed me over to her and I inquired as to what the problem might be.

"There just isn't enough time to study and relax here at Maine. I have to study and party at the same time. No one will tell me how to cope with this. I even tried to plead with the bartender. I asked him to turn the T.V. down and turn the lights up, but he just popped an egg in his mouth and chortled something about 'This is the big time kid. You gotta put up or shut up.'"

"My studies are suffering because I haven't got time to relax and party. The

pressure is almost unbearable and it's getting to the point where I don't care any more. This academic plague doesn't seem to be worth it. I need a vacation from these miseries, so I can clear my head."

I could offer her no viable solution, because I knew she would have to grit her teeth and learn to cope, no matter how depressing the situation got. As I turned away to slip up the stairs into the night, she struck up a tune of self pity. She wailed, "Sometimes I feel like I'm tied to the whipping post...good Lord I feel like I'm dying."

This sad tale is not unique. Many students have similar anxieties and complain incessantly, but apparently to the wrong people. Who should they complain to? The word is that the Council of Colleges takes credit for the schedule imbalance.

My question is: Why do we waltz through the spring semester with a recess every four or five weeks, while we have to drag ourselves through 13 arduous weeks in the fall for a quick but ineffective four day reprieve?

Couldn't the Council of Colleges step outside their offices for a moment and take an objective look at this deplorable schedule? How many students, faculty or administrators really need a full month off for Christmas? I'd venture to say nowhere near a majority. Why not take one of the Christmas vacation weeks from January and insert it into mid-October? Or if a week is too extravagant, how about scheduling a Friday or a Monday off to make a three day weekend?

Of course, I hear an immediate outcry from the College of Engineering and Sciences. Their contention is that one group would miss a lab, therefore losing out on valuable practical experience. There is truth in what they say, but couldn't one lab be scheduled on a Saturday to free the rest of the campus?

It seems a rescheduling answer could be arrived at with a minimum of effort. If this ever did come about, the welcome change would bring a collective sigh of R-E-L-I-E-F from the UMO campus.

## Maine Campus staff

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# Lettersletterslettersletters

## Diversity abounds

To the Editor:  
In response to your article "The Memorial Union Offers More Diverse Programs" of October 28, I would like to make a few points.

UMO *far* from suffers from a lack of diversity in its programming. The programming agencies on campus offer many cultural, educational and recreational programs and services. These often include "How To" courses such as guitar lessons, Arabic Dancing, yoga, karate, chair caning, basic sewing, vegetarian cooking, homesteading and many more offered by Abenaki, MUAB, the Craft Center and Conferences and Institutes.

The new programming board, in light of this article, is NOT doing the programming MUAB once did. MUAB still functions in the exact same capacity as it did previously, as far as its programs and services are concerned. But they are now funded by students through the undergraduate activity fee. The new board will be doing additional programming.

There are many good programming agencies (like those mentioned above) offering lots of different programs and students can always request and plan their own programs if they wish.

The programs mentioned in the article are good ones and serve definite needs and we welcome the new programming board, but let's not shortchange

the other organizations on campus who already offer diverse programs.

Sincerely,  
Vicki L. Clough

## Passholder has say

To the editor,

I don't expect this letter will bring about any change, but I would like to express my feeling in this matter just the same. I am referring to the cancellation by Bill Gordon (yes, Bill Gordon) of the last four films in the musical film festival. They weren't just ordinary movies; I had been looking forward to seeing *Easter Parade* with Judy Garland AND Fred Astaire! I know a lot of others who were looking forward to the only two Judy Garland films in the musical festival (you can't have one without her!); also the only two Fred Astaire films in the festival were cancelled.

And what about the people who bought series passes, hoping to save money? Will they get refunds? I think Bill pulled a bad one this time. Of course, I suppose it's not his fault that people on this campus would rather drink than come to a classy musical. And I suppose you can't run a series if it isn't profitable, but shouldn't there be some commitment, especial-

ly to those who bought their series passes? It is too late now for anyone to stop the replacement of those cinematic gems with this x-rated trash; but at least I've had my say.

Name withheld by request

## Thanks for the patience

To the editor:

Better late than never! At this time I would like to thank all of the students who had to attend "Late Registration" on Tuesday, September 2, 1975, for their patience and courtesy on that very "trying" day. Since we who work in the Registrar's office usually approach that day with trepidation and uncertainty, I know that I speak for all who worked that day on our end of it.

I believe that we only had two real problems—one student was quite upset because we would not give out an "Add-Drop" card (we didn't have any over at Lengyel Hall, anyway,

but could not have given it out if we had); another student was just unhappy with the schedule which he had to give him.

All of the students who have been in my office this semester, (and I think that we have seen about two-thirds of them), have been "extra" nice too.

Looking forward to another semester as pleasant as this one has been, even though things do get hectic at times, I am.

Sincerely,

Alice I. Oakes,  
Room & Student Scheduling  
Registrar's Office,  
Wingate Hall

## Porno flicks justified

To the editor:

My answering a letter of this sort is almost as cheap as the reasons for its being written, but I would like to clear up the discrepancies concerning the screenings of these X-rated films which have puzzled many people.

MUAB has waged a well-organized campaign to stop the campus population from hearing about these films. Their official reasons have been vague and full of two-sided excuses. But I honestly think that the true and foremost reason is they're upset over the sizable attendance these films acquire and take away from their movies' attendance.

The Film Society's festival, "The Film Musical," has indeed lost a considerable amount of money, due to lack of interest and exorbitant rental rates for many of the films. So we felt it necessary to cancel the last four, which is only one-fifth of the series.


In order to revive our sagging budget, some of the members of The Film Society decided to run some X-rated films. These always make money and are a viable part of student film programming which other groups don't bother with. They are all well-made films, and nothing that we are ashamed of.

The problem of semantics arose when our faculty advisor requested our groups' title not be attached to media announcements of these films. (MUAB jumped upon this as an excuse not to list them on the calendar, etc.)

Yet I think the fact that members of The Film Society are running these films, and that all profits will go directly into The Film Society's budget (we'll be getting no more than minimum wage for the actual hours we work at the screenings), to pay off debts and make possible more "art" series, is a valid enough reason.

Our intentions are far more honorable than your sleazy reasons for writing this letter.

Sincerely,  
Bill Gordon  
Co-Chairman  
The Film Society



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# Aggressive bargaining anticipated

•from page one•

Polidori, on assignment to the MTA from the National Education Association (NEA), and Robert Bourgault, Director of Field Services.

Polidori said there is "a great deal of concern by faculty" on the Orono campus about the fact the MTA is examining the collective bargaining situation.

He refused to comment, however, on the extent of MTA membership on this campus and the other campuses. He said the group has a "strong organizing committee" on the Orono, Machias, and Augusta campuses and projects an extension of this activity to all other campuses.

"There'll be a lot of action before July," he concluded.

The 350 to 400 member AAUP in Maine has a local membership of 120. Bill Slovic, a professor of UMPG, is the current state president. John Lindloff, a professor of education at UMO and founder of the local AAUP chapter, said he is not certain whether the AAUP wants to become involved with the collective bargaining scene in the Super-U.

The local AAUP president, Zoology professor Charles Major, said, "The AAUP is interested in the possibility of its role as a bargaining agent but is not committed at the moment." The decision to bid or not will probably not come until January, he added. He also said the decision would be based on the desire of AAUP members to be represented by a local or national organization.

AFSCME has 6,000 members in Maine with 160 members, on the Orono campus, mostly classified employees. Jane Weed, local AFSCME representative said her organization is not sure what units will be affected, since the group has traditionally represented classified-type employees.

AFSCME and the other agents want to represent all or some of the six employee units. Section 1024 of the collective bargaining act defines the six units as faculty; professional and administrative; clerical, office, laboratory, and technical; service and maintenance; supervisory classified; and police.

Faculty are defined as professors with tenure, who have job security and are appointed by the academic year. Professionals have a 12-month appointment only, with no tenure. Clerical, office, laboratory, and technical people are all classified employees, such as secretaries and office workers. Service and maintenance people, as well as police, are also classified employees. Supervisory classified are the regular classified employee's superiors but are also on a classified pay scale.

One source high in the personnel said

faculty are likely to vote for MTA as their bargaining representative, while police, clerical, office, laboratory, and technical would be likely to go with MSEA. He said professional and administrative could go either with MTA or MSEA, while service and maintenance are likely to choose AFSCME.

Since the law does not go into effect until July 1, 1976, unions will probably be on campus next semester recruiting votes. Robert E. Keane, UMO personnel director, thinks six different elections for collective bargaining units will be held system wide. Many employees, he said, already belong to one of the organizations, such as MSEA, AFSCME, or MTA. However, members of one unit may belong to a number of the labor groups, causing an overlap. It is difficult to get the six units together, he said, as there is no common ground or head to focus from, except for the Advisory Council of Classified Employees.

Employees are waiting for July 1, when the law becomes effective. It remains to be seen when the election will be held.

"Last year," Keane said, "probably no classified employees wanted collective bargaining, but now, with the wage freeze on, and no increases in the past year and a half, and two and a half before that, and with the inflationary spiral, it is quite possible that classified employees may seek a union to receive the wages they feel they deserve."

The university's official policy is neither to discourage nor encourage collective

John M. Blake, vice-president of Finance and Administration, said the unions will send representatives to campus to recruit votes, as the MTA did last year, since the voters themselves have no leaders.

"Chances are different units will have different union groups appealing to them," Blake said. He thinks classified employees will most likely be represented by AFSCME.

Classified employees' pay is governed by a wage scale. Each department needs different people, Blake said, and the scale determines how much these people receive. Unions would probably change these scales, he stated, as well as other benefits such as pension plans, health and sickness plans, and working conditions.

"Unions are an American tradition, a communication device. They provide for a balance of power and give employees

Although Blake personally believes in collective bargaining, he would be on the administrative side of the fence. He said everyone in the classified segment looks to Dr. Peter H. Fitzgerald for information on what is happening with collective bargaining.

Fitzgerald is UMO President Howard K. Neville's expert on collective bargaining, having served on the University of Maine's Task Force on collective bargaining.

Neville himself has little to say on the subject. "I don't have anything to say at this time because it would be inappropriate for me to say anything now," he said, adding, "I don't think it would help anything if I did comment."

Neville's position, although not specifically spelled out in the law, is with management. Since it is the employees who initiate collective bargaining, the first move is theirs.

According to Fitzgerald, various agents vie for the right to represent each identified unit. During this selection process, the university itself can choose the agent for the units. As a hypothetical example: the university has the right to choose what union it will bargain with. If bargaining with the classified employees, the university can say it will deal only with AFSCME, despite the employees' preference in the matter.

But this would be bad strategy, Fitzgerald said, since some of the units may vote not to have collective bargaining in the first place, thus removing the university from the responsibility of bargaining.

"It's also a concession," he added. "Besides, it's better to democratically select the agents, by groups."

Fitzgerald then explained how the law works.

Suppose a union wants to represent the faculty in bargaining with the university (management). If the union obtains petition signatures from 30 per cent of the faculty, then a general election will be held. The union then contacts the Maine state labor relations overseer, the Public Employees Labor Relations Board, and requests an election. This election will determine whether the majority of the faculty bargaining unit wants to be represented. If another agent seeks to get on the ballot, it may do so by meeting a 10 percent signature requirement.

If no other agent seeks to get on it the ballot will read, "MTA" and "No Agent." If a majority of the unit votes "No Agent," then no bargaining will take

**'...employees may seek a union to receive the wages they think they deserve.'**

more say than they have now," Blake said.

Blake thinks the salary situation has spawned a different attitude toward unions. "No salary increases certainly lends interest to unions and gives them a louder voice."

It has not yet been resolved whether or not resident directors and resident assistants could be included in collective bargaining. They are counted as professional employees of the university, which is one of the six units. However, other student employees could not be considered, since they do not belong to one of the six categories and are full time students.

The police department lets patrolman Harold Kennedy handle all of its bargaining policies for them. Kennedy also happens to be MSEA president.



**Dr. Peter H. Fitzgerald**

bargaining. But the university must hold elections if, after the union groups petition, any union has received signatures from 30 per cent of any one unit. Then, for any other union to get its name on the collective bargaining ballot, it must have collected a minimum of 10 per cent of any unit's signatures.

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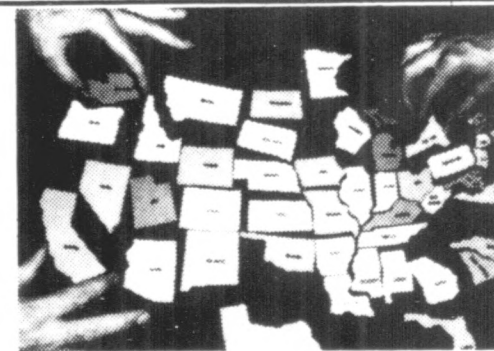
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## 'The atmosphere at the bargaining table will be fairly aggressive...'

place. If they vote "MTA" or any other agent, then the university is bound to enter into bargaining.

In this election, if no agent gets a majority of votes, then a run-off is held between the top two vote-getters, with the winner becoming the representative.

The collective bargaining bill contains a "no strike" clause, which means just that—since these are public employees, they can't strike.

But Fitzgerald said this didn't really matter since there are a number of techniques that can be substituted for a strike, such as work slow downs and

The collective-bargaining bill contains a "no strike" clause, which means just that—since these are public employees, they can't strike. But Fitzgerald said this didn't really matter since there are a number of techniques that can be substituted for a strike, such as work slow downs and exaggerated sick calls.

"They don't have the ultimate weapon type of thing," Fitzgerald said. But, he noted, the New York City police had a no-strike clause in their contract, and, even though they reported for duty, they refused to write tickets. The lost revenue forced the city to bargain.

However, Fitzgerald said, "the labor relations here at the university are not so bad that we'd reach that stage—I don't think."

Although Fitzgerald, as a president's assistant, is definitely management; his upbringing was "union."

"I was raised in a union family," he said, "and I was told when I was young that everything we had came to us because of the union." His father was a bricklayer and president of his New York City union.

In Fitzgerald's opinion, unions were needed more back to them. "People who were unskilled and didn't have any particular craft to offer were taken advantage of by management. An assembly line employee was easy to exploit."

Since labor will have representatives, management may also select an outside group to represent them.

The climate of the negotiations worries Fitzgerald. "The atmosphere at the bargaining table will be fairly aggressive, legalistic in tone, and each party will be trying to protect the rights of their group."

However, the parties engaged in the arguments will be once removed from the university-faculty relationship.

And, as Fitzgerald noted, the university-collegiality, means that the university takes care of the business end of education while the teachers are free to do as they wish. The system is based on cooperation, he said.

"Collective bargaining throws the relationship of collegiality all out of whack," Fitzgerald stated. "Hiring outside people

to represent each group is a real danger," he said. "Back when my father was in the union, each party was familiar with this type of thing. Each side knew how to give and take."

"But in our negotiations, the question arises—Will they (the bargaining representatives for both sides) know how to give? I'm afraid that some people will think it's all take."

Last January, Senators Ted Curtis (R-Orono) and Charles Pray (D-Millinocket) sponsored LD827, a bill drafted by a coalition representing university administration and employees and unions interested in becoming the bargaining agent for university employees.

The bill authorizes collective bargaining between six categories of university employees and the Super-U on a system-wide basis, merging all seven University of Maine campuses for collective bargaining purposes.

Proponents of the bill contended such a prescribed bargaining plan would help eliminate chaos and fragmentation of decision during employment negotiations. Others favoring the bill through a right-to-strike clause was necessary, as an added weight to employees' demands during employment disputes. Still others claimed a national trend toward the granting of public employees' rights to bargain collectively as another reason why such a proposal ought to be enacted.

Opposition to the bill came from a variety of sources, including former UMO Student Government President Jeanne Bailey, who thought collective bargaining between employees and the university was unfair without student representation and input to the negotiations. A committee of student senators, which included current student government President James McGowan, was formed to investigate possible means of uniting the student body into a bargaining unit.

McGowan recently said students have a common bond, in that they are all paying for an education, and ought to have influence of bargaining which would effect the quality or price of that education. Such a student union, he said, would include all students, both university employed and non-university employed. He said the Student Association of Maine (SAM) could be utilized as the student union's bargaining agent.

An early opponent of the bill was UMO history professor Clark Reynolds, who said "a union would take away incentives for excellence" in our educational sphere. Unions, he said, might impose restrictions, such as the maximum number of hours a professor may teach each day or a maximum number of books he may write.

A survey conducted in April 1975, by the council of Colleges, measured faculty attitudes toward collective bargaining. Over 300 responses indicated that 70 per cent preferred individual campus unit bargaining to no collective bargaining at all, while approximately 80 percent favored individual campus unit bargaining to system-wide bargaining. This data indicates that the faculty is in favor of instituting some type of collective bargaining. Another controversy arose concerning the structure of the proposed collective bargaining. The question of handling collective bargaining separately on each of the seven University of Maine campuses, collective bargaining affairs of the entire

university's six categories of employees all be consolidated into one system-wide plan?" was a major concern.

gaining. Although the vast majority of faculty favored campus unit bargaining, LD 827 as written favored system-wide bargaining.

LD 827 was passed on June 27, 1975, and goes into effect July 1, 1976. Sections of the bill cover mediation and arbitration.

Section 1026 obliges both the university and chosen bargaining agents to bargain collectively: (a) at reasonable times, (b) within 10 days after receipt of a request to bargain from the other party, (c) in good faith with respect to wages, hours, working conditions and contract grievance arbitration, without being compelled to agree to proposals, and (d) to execute in writing any agreements made, subject to arbitration not to exceed 2 years.

Subsection 2 of the bill obliges the state to provide adequate facilities for mediation. It also states that employees, employer or representative union must notify the executive director of the Public Employees Labor Relations Board (PELRB) in writing 30 days prior to

unable to resolve their controversy. With respect to controversies over salaries, pensions and insurance, they will recommend terms of settlement and make findings of fact. The bill specifies that such recommendations will be advisory only to be made within 60 days after the selection of the arbitrators.

In other controversies, arbitrators must make determinations within 60 days after their selection. Such determinations, made by a majority of the arbitrators, are binding on both parties involved.

In reaching decisions, the arbitrators are obliged to consider (1) the interests and welfare of the students and the public and the financial ability of the university to finance the cost items proposed by each party to the impasse; (2) the wages, hours and working conditions of the employees involved in the controversy with the wages, hours and working conditions of other employees performing similar services in public and private employment of the same labor market; (3) the present, over-all compensation received by the employees, including all forms of fringe benefits; (4) The need of the university for qualified employees; (5) conditions of employment in similar occupations outside the university; (6) the need to maintain appropriate relationships between different occupations in the university; and (7) the need to establish fair and reasonable conditions in relation to job qualifications and responsibilities.

In addition, section 1027 prohibits the university from interfering with, restraining, encouraging or discouraging membership of its employees in any employee organization, or the formation of any such organizations.

It specifies the university may not discriminate against employees, because they have joined or supported such an organization, or refuse to bargain collectively with the bargaining agent representing its employees.

Similarly, university employees are prohibited from interfering with the university in the selection of its collective bargaining representatives or refusing to bargain collectively with the university. They are also prohibited from work stoppages, and work slowdowns or strikes, except as provided in section 1026. Employees also may not blacklist the university to prevent it from filling employee vacancies.

The PELRB is permanently empowered to prevent any person, the university or representatives from engaging in any of these prohibited acts. Either party may seek injunctive relief against an employee, employee organization or bargaining agent that has allegedly violated any of the prohibited acts, from the Superior Court. Either party may also seek a review by the Superior Court on a decision or order of the PELRB by filing a complaint.



Jack Blake

expiration of a contract, or 30 days prior to entering into negotiations for a first contract, or whenever a dispute arises threatening an interruption of work.

Both parties seek mediation from either the Federal Mediation and Conciliation Service (FMCS) or the American Arbitration Association (AAA).

If the parties, with or without the services of a mediator, are unable to settle their controversy, they may call upon the PELRB to arrange for fact-finding services and recommendations to be provided by the Maine Board of Arbitration and Conciliation or to pursue some other mutually acceptable fact-finding procedure, which may include use of the FMCS or the AAA.

If the executive director decides an impasse has been reached, he may issue an order that both parties select one or more arbitrators. In the case of the parties being unable to do so, he may select a third arbitrator.

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# Sports

## Runners place 13th in NE meet

The New England cross-country meet was held at Franklin Park in Boston last Saturday and the UMO Black Bear squad finished a disappointing thirteenth place.

Exact team scores and individual times were not available for the meet, but Maine finished thirteenth out of a field of roughly 30 New England colleges. Providence College and the University of Massachusetts in third.

Mike O'Shea of Providence won the meet followed by his teammate Tracy Arnold. Individual finishes were not available beyond these two runners.

UMO coach Jim Ballinger said, "I was hoping for a better finish, but Gerry LaFlamme and Phil Garland had bad races, which hurt us."

UMO captain LaFlamme arrived about 20 minutes before the meet started and finished a very disappointing 108th place. He had been staying at his parent's home in Haverhill, Mass. and was caught in a traffic jam on the way to the meet, making his arrival late.

Colin Campbell of Maine ran an excellent race and finished 42nd in a field of approximately 150 runners. Bill Pike of Maine ran perhaps his best race of the year and finished 51st. Darrell Seekins of Maine captured the 65th position.

Maine also entered a team in the J.V.

New England meet. Tim Kane of Maine ran a fine race in the crowded field of around 120 runners as he came out of the pack to finish 13th. Sam Pelletier finished 20th and Mike Woods 21st for Maine. The J.V. team looked good as they finished in third place as a team among 16 entries.

The last meet of the cross-country season is this Saturday in the IC4As. This is the ECAC championship meet attracting the top runners throughout the East.

## Delaware 35 - Maine 9

The Maine Black Bears despite the individual efforts of Jack Leggett (a 52 yard field goal and a 49 yarder that hit the goal posts) and Quarterback Dennis Emerson (63 yard touchdown run), lost to the host Delaware Blue Hens 35-9 last Saturday.

Delaware, playing before 18,361 home-town fans, toted up 343 rushing yards and took advantage of Bear miscues raising their record against Maine to 4-0. Big man for Delaware was Little All-American Nate Beasley who ran for 120 yards in 20 carries.

Maine travels to Boston next Saturday to take on Northeastern University in the Bears last game of the 1975 football season.

## Swimmers edge freshmen

by Bill Wallace

Finishing ahead of the 'Rookie' freestyle relay team by .2 of a second, the UMO Varsity swimmers bested the freshmen swimmers 61-50, at last Friday's meet. The freshman or 'Rookies' entered the meet with a 16-point deficit because they had no divers.

The outstanding performer of the meet was sensational Jim Smoragiewicz. A Wildlife Management major from Connecticut, Smoragiewicz, was victorious for the freshmen in the 200 and 500-yd. freestyles. He also set a new pool record in the 100-yd. backstroke, by swimming the backstroke leg of the 400-yd. medley relay. His time of 55.26 seconds was two-seconds faster than Jay Donovan's school record time set last year against Bowdoin.

Paul Miles, a freshman from Mount Hermon Academy, had two strong performances in the 500 and 1000-yd. freestyles. Miles and veteran Tim Babcock, will

provide UMO with a top 1-2 combination in the distance events.

The closest race of the day was between 6'7" veteran Bob Stedman and freshman Bill Houston in the 100-yd. freestyle. In that race, Houston nipped Stedman by a mere .005 of a second.

Coach Switzer was also pleased with the performances of veterans Tom Clark in the butterfly, Jay Donovan in the backstroke, and Chris Glab in the breaststroke.


Captain Tom MacDonald summed up the meet by saying, "It was a hell of a meet when you stop to think that this group of freshmen nearly beat the team that finished 4th in New England (UMO) last year. This should give the fans an indication of what kind of team we have when the squads are combined."

The UMO Men's and Women's Swim Teams open their schedules this Friday against the University of New Brunswick at home. The women's meet begins at 4:00 p.m. and the men's meet at 7:00 p.m.

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- 2** Avoid the sharp angle shots since they tend to slow the ball and are easy to return. The most effective angle shots are those that rebound closest to your opponent, the deadliest being the shot that rebounds just as it hits his line of play.
- 3** Shots down the middle are boring and slow. However, late in the rally after the ball has speeded up, a middle shot can be a killer if used deliberately to surprise your opponent.

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