

**COLUMBIA** **DAILY** **SPECTATOR**  
  
**FOUNDED 1877**

## Personnel Office Abolishes Program To Train Workers

By TED GREEN

The university training program, which teaches Columbia employees specific work skills, has been indefinitely suspended by the Office for Personnel Management.

In response to the abolition of the program, Local 1199 of the Drug and Hospital Workers union has charged the university with violating its Affirmative Action Program and of breaking the union's contract agreement with Columbia.

University sources claimed yesterday that lack of funding and the absence of a "conceptual foundation for the program," led to the dismissal of the Training Coordinator, Alonza Davis, and the elimination of the program.

However, Mr. Davis and director of Financial Aid for the Business School Hughie Mills indicated that a "personality clash," between Mr. Davis and Vice President for Personnel Management Donald Miller led to the training coordinator's dismissal.

(Continued on Page 3)

## Personnel Office Terminates Worker Training Program

(Continued from Page 1)

Although Mr. Miller could not be reached for comment yesterday, sources close to the personnel office indicated that the program has been terminated for the autumn term only. However, one source involved with library personnel reported that the program would probably be suspended for the entire academic year.

Mr. Mills, who serves on the monitoring committee, which screens prospective employees, stated that "nothing has come along" in regard to the hiring of a replacement for Mr. Davis.

The training program, which is listed as part of Columbia's Affirmative Action Program, provides "courses for the development and upgrading of office and basic general skills." Approximately 75 per cent of the participants in the programs are members of minority groups.

Executive Order 11246 of the Department of Health, Education and Welfare states that "to eliminate discrimination and assure equal opportunity in promotion, an employer should initiate necessary remedial job training and work study programs aimed at upgrading specific skills."

In a letter to Mr. Miller, Roy Hollander, an 1199 delegate, claimed that the university was violating Article XX of the union's

contract which states, "The parties agree that a joint committee of three from the union and three from the university shall work with the university's Training Coordinator...in developing means to improve existing programs..."

"These 'existing programs,'" Mr. Hollander wrote, "have now been indefinitely terminated and there exists no Training Coordinator to work with 'to explore the possibility of installing new programs.'"

Mr. Hollander reported that State Senator Sidney Von Lutter (Dem.-Man.) has written a letter of inquiry to President McGill asking why the program has been terminated.

Mr. Hollander stated that the union is currently awaiting the university's response to the two letters, and added that if Columbia gives a negative response, 1199 would "almost assuredly file charges with HEW."

Mr. Hollander also spoke of the possibility of an individual suit against the university which could be filed by any worker who had participated in the program.

The training program has been in existence since 1968. Mr. Davis and Mr. Hollander claimed that the program has aided employees in obtaining promotions and has enabled minority group members to obtain basic literacy skills.

# Complaint Filed With HEW Over Suspension of Program

By DAVID SMITH

A university employee filed charges with the Office of Civil Rights (OCR) last week accusing Columbia of violating its Affirmative Action Program by suspending the University Training Program.

The employee, Roy Hollander, a delegate of Local 1199 of the Drug and Hospital Workers' union, has also filed grievance procedures against the university for violating its contract with the union by eliminating the program.

Mr. Hollander, who works in the circulation department of Butler library, charged last night that the absence of the training program, which was initiated in 1968 to teach Columbia employees specific work skills is preventing him from being promoted to a higher level job within the university.

"I wanted to learn how to type so I could move up from my level two position," he asserted, "but now that the program has been suspended I won't be able to move up because almost all the level three and level four jobs require typing.

"Here," he declared, "we have an example of the arrogance and irresponsibility displayed by the university in dealing with employees, students, and other people in the community. It is sad that (President) McGill and (Vice President for Personnel Management Donald) Miller have such power over people."

The training program provides courses for the development and upgrading of office and basic general skills. Approximately 75

per cent of the participants in the program are members of minority groups.

The grievance procedures accuse the university of violating article XX of 1199's contract with Columbia which states that "a joint committee of three from the union and three from the university shall work with the university's Training Coordinator...in developing means to improve existing programs..." Training Coordinator Alonza Davis was dismissed last summer.

Under the usual HEW procedures, OCR will contact Mr. Hollander and the university to try to settle the matter in an informal manner. If that fails Mr. Hollander will file an affidavit and HEW will then begin an investigation of the charges. The investigation could then be followed by a hearing.

## Union Delegates Denounce Leaders For Negligence

By DAVID SMITH

Twelve delegates of the Columbia chapter of Local 1199 of the Drug and Hospital Workers Union have charged the city leadership of 1199 with allowing irregularities during a recent union election.

In a letter addressed to President of Local 1199 Leon Davis, the delegates allege that the Columbia chapter was belatedly informed of the date on which nominating petitions for delegates to the union's national convention were due. The chapter, therefore, was unable to run a representative against the slate headed by Mr. Davis and union organizer Billy Barkley.

One Columbia delegate contacted last night declared that if the delegates did not receive a satisfactory reply from the union they would consider initiating a revolt against the union leadership

(Continued on Page 3)

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Page Three

## Delegates Denounce Leaders For Election Irregularities

(Continued from Page 1)  
in 1199's elections next spring.

"1199 was once a strong, powerful and innovative union," the delegate said. "We would like to let the union know they're not in touch with the rank and file anymore."

According to the delegates, union organizer Dan Ratner failed to inform them of the procedures which a member must follow in order to be nominated for a delegate's spot.

They claim that by the time they were informed of the October 9 closing date for the submission of nominating petitions, it was too late to collect the 1,100 signatures from 1199 members which are required to place a candidate on the ballot.

They further assert that Mr. Ratner had misled them by stating that the delegates would be able to nominate their own representative at a November meeting, a statement they later found to be untrue.

Mr. Ratner stated two weeks ago however, that he was not able to inform the delegates about the elections or hold a meeting for nominations since "there was not time" because of the union's one-week strike against the university in early September.

In addition, the delegates claim that the union did not send notification of the election to each member of the union as required by union regulations.

In an interview yesterday,

Executive Vice President Jesse Olson stated that information concerning nominating and election procedures was announced at a city-wide delegates meeting early in September.

He also said that petitions were distributed at the meeting, giving the delegates enough time to collect the required number of signatures.

One delegate noted that the city-wide chapter meeting took place on the night that 1199 members and supporters staged a demonstration in the office of Vice President for Personnel Donald Miller during the union's strike.

He indicated that the delegates were "too preoccupied with the strike at that time" to pay attention to the upcoming elections.

Another delegate asserted that the union leadership should have taken the strike into consideration and have fully informed the delegates of the nominating and election procedures after the strike had ended. He noted that the delegates had asked Mr. Ratner about the elections but were "misled."

Noting that the rank and file was "not given the opportunity of evaluating Mr. Davis' slate in an open forum," the delegate declared, "Once again the rank and file has been frozen out of the decision-making process of their own union through misinformation, no information and restrictive nominating procedures."