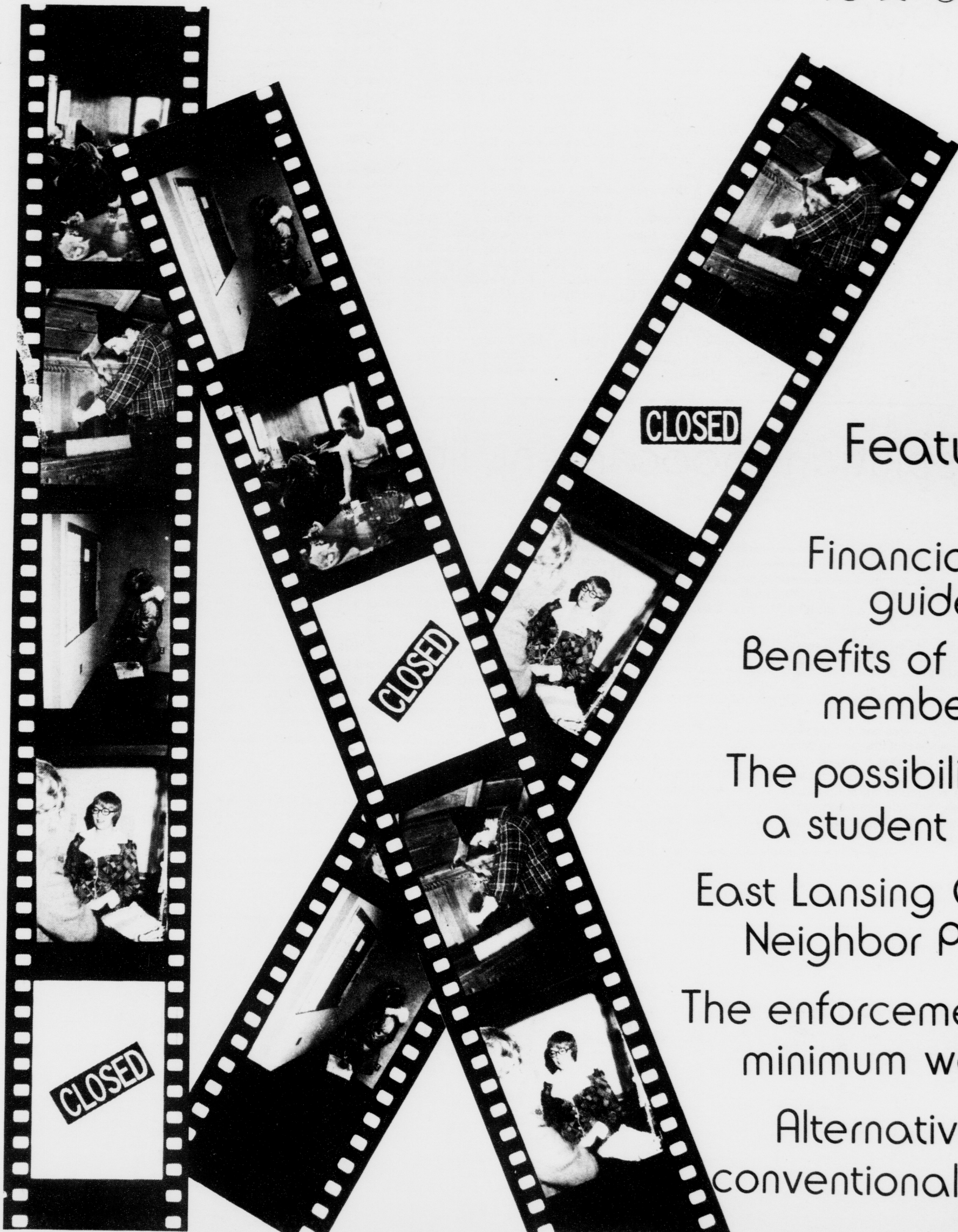


Counterpoint

A monthly
supplement
to the
State News

WORLD OF THE FUTURE STORY



Featuring

Financial aid
guidelines

Benefits of union
membership

The possibility of
a student union

East Lansing Good
Neighbor Policy

The enforcement of
minimum wages

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conventional jobs

A sweet 'n sour goodbad thing

by
Jan
Shubitowski

Solidarity forever!
Solidarity forever!
Solidarity forever!
For the Union makes us strong.

The chorus of this union song may stir union members throughout the country, but in East Lansing, a virtually non-unionized community as far as the local businesses are concerned, the word "union" hits a sour note with managers.

"Union?" said one fast-food manager. "My employees don't want to unionize. I treat them well and they like me. Why would they want to go and do something crazy like that?"

A bearded young employee at the same establishment said working conditions could be improved. He said they are paid the minimum wage, for which they work long, hard hours. He said he has been there three months so far and hasn't received a raise yet. He said he is not sure if they even give raises.

But many managers will do most anything to keep their employees from unionizing. Employees at Lizard's, 224 Abbott Road, attempted unionization in April 1971. The manager made empty promises to the workers in an attempt to prevent the union, said William Weld, financial secretary - treasurer and

business agent for Local 235, Hotel Restaurant Employees and Bartenders Union.

When the union vote failed, Weld said, the manager did not fulfill his promises.

"Unions are growing because employers are not willing to give the workers decent wages, conditions or benefits," Zolton Ferency, East Lansing attorney, said. "It's cheaper for them to just get new workers than to provide decent conditions."

Unions are supposed to provide channels through which complaints can be handled, Weld said. Any dispute that may arise over working conditions need only be brought to the steward's attention and the union will step in and see that it's settled, Weld said.

However, the two unionized food businesses in East Lansing have not fared too well.

Red Barn, 1010 E. Grand River Ave., which has been unionized for several years, starts their workers at \$2 per hour. When interviewed, the manager mentioned that he would like to see a group health insurance plan established. Yet he said the insurance plan would not benefit the individual worker because the average worker stays only 20 weeks, not long enough to benefit from such a

plan.

Lums, 231 M. A. C., is also unionized. Waitresses receive \$1.35, the lowest of all employees in East Lansing. There is a regular schedule for raises, based on seniority, but it is not strongly enforced.

Edward Rouillard, manager of Lums, said he sees no need for a union and claimed that employees are being ripped off by the union. He hasn't seen the steward in six months.

Lums contract has a clause insuring employees that they will maintain their seniority when they go home over break or for the summer, Weld said.

But the seniority clause in the Lums contract was ignored during the Christmas vacation, forcing some waitresses at the restaurant to lose their seniority and jeopardize their jobs, two employees charge.

Employees were expected to work during Christmas break, they said, but were allowed to leave on vacation if they were able to secure substitutes to replace them while gone.

The two women claim they arranged substitutes to work for them, but were not informed when the substitutes failed to show up for work.

Both women lost their seniority - a fact which Rouillard admitted, with reservations.

"How can any businessman operate when his work force is cut back?" he asked.

The women involved, he explained, were told that they were responsible for their schedule working hours when they initially planned to leave on vacation.

Because their substitutes never appeared for work, the employees were considered absent and lost seniority privileges.

"Anyone who thinks he can take off for two weeks and return scott-free after the break is crazy," Rouillard said. "He doesn't belong on a payroll."

Another woman has been working full-time at Lums for two months and is still making \$1.35. According to the pay scale in the contract, she should have received two raises and be making \$1.50 an hour.

A contract is not much good unless it is enforced. At Lums the manager is ignoring the contract, and the union has done nothing about it.

Presently Lums is negotiating a new contract with the union, but it won't make conditions any different unless it is enforced.

One of the big complaints against unions is that the workers don't stay long enough at any one place to take advantage of the union benefits. Average turnover in the fast food establishments is three to four months.

Looking at the question of union benefits, Jean Ford, executive secretary of the East Lansing - Meridian Area Chamber of Commerce, said the unions hit the student employees in a weak spot - the pocketbook.

"Say someone is working 20 hours a week and earns \$25," Ford said. "Let's say \$10 of that has to go for union dues. That leaves \$15 to pay for tuition, books, etc."

"It's fine if you've got a Sugar Daddy on one hand to pay your rent and a Sugar Daddy on the other to pay your groceries, but what of those who are working their way through school?"

Despite the controversy over the actual benefits of unionization, attempts will be made in the near future to unionize Lizards; Jacobson's Cafeteria, 333 E. Grand River Ave.; Cave of the Candles, 110 Abbott Rd.; Coral Gables, 2838 E. Grand River Ave.; The Stables, 2843 E. Grand River Ave.; and Grate Steak, 246 E. Saginaw St., Weld said.

Resolution: good intent, little impact

By Teri Albrecht

In the spring of 1970 the University administration refused to take a stand against the Vietnam War. Months later, it refused to support the nationwide lettuce boycott.

But a year - and - a - half ago the board of trustees veered away from its practice of declining to take stands on non-University related matters.

A resolution challenging what it termed "the depressed wages and working conditions" of the East Lansing business community was passed by the MSU Board of Trustees.

But despite the fact that the trustees took a stand on a vital, student-oriented issue, the impact of the resolution has had little impact.

Former trustee and author of the resolution Clair A. White said recently that the best impact he could ascertain from the resolution was that it boosted student morale in a local labor dispute, being an overt act of top administrative support.

The resolution supported student protests of unfair labor practices and called for commercial businessmen to meet the University's full-scale wage system for full and part-time employees.

The action pushing for the resolution was prompted by striking Lum's Restaurant employees demanding higher wages and a closed union shop.

Following this proposal the student employees and the AFL

- CIO union representative agreed to a contract which offered wages similar to those of the University.

White said recently he drafted the resolution during the strike because he wanted the merchants to realize the impact of an official stand by the University administration, an action "definitely more influential than that of any time-consuming investigative committee which could be set up."

"If any policy were to be instituted at all it should be that the Lum's management and others 'owed' the students comparable wages to those of the University, because without MSU, the City of East Lansing would be nothing," he said.

During the strike White emphasized his strong sentiment in favor of the students by walking the picket line along with the striking employees.

White said at the time that high tuition and low wages forced students to become "commercial prostitutes" to pay for their education and called the East Lansing merchants "bloodsuckers" for taking unfair advantage of the surplus "cheap" student labor.

Although the Lum's employees were granted their demands at the bargaining table, Edward C. Rouillard, Lum's manager, opposed White's intervention saying that the commercial businessmen did not have the funds necessary to meet the salary scales of the University.

He called White's proposal the "biggest mistake the man could have made" and added that "if we had state backing like state subsidized MSU, we could raise our wages."



Student labor union: an answer to the pampered student myth

By Beckie Hanes

The student who works on campus is the exception to the myth that all MSU students are provided with an academic adviser, meals in a residence hall, a life of financial bliss and equal status in the University community.

Working students fall short of this fairy tale in the last two categories.

Students working for the University are too often exploited because their sheer numbers makes it easy for management to fill positions vacated by disillusioned students who quit. And the entire student body is often victimized because of past practices of the fact that they are a somewhat captive audience.

These two statements can be supported by the number of students who have trickled into Local 1585 seeking advice on how to start a student labor union or concerned students who have consulted Bob Repas, professor of labor and industrial relations, about pay inequities in their campus jobs.

Local 1585 represents the 1,100 food services and cleaning employees on campus and is keeping its eye on the student union movement. The union is affiliated with the American Federation of State, County and Municipal Employees, and AFL-CIO union.

Additional evidence comes from students in ASMSU and the Council of Graduate Students who expressed

uneasiness fall term when there was a good possibility that faculty might vote affirmatively for a collective bargaining unit.

Spokesmen from the two student governments said they did not like the idea that they might be the only group on campus not organized into a cohesive group of people with a leader - spokesman - negotiator to compromise - deal - negotiate with any opposing sides.

Also, the Student Employer - Employee Advisory Committee in the Student Employment Office headed by Pat Blackwell has started the machinery for a grievance procedure aimed at offering students a place to channel their complaints.

Disgruntled student employees are not found just at MSU. The University of Oregon has started the first labor union composed entirely of students. Mike Cain of AFSCME said the unit in Oregon is working out "OK."

However, the fervor for a general student union to encompass the whole student body in order that a united voice be heard by administrators or faculty seems to have lessened.

Faculty organized into one strong, harmonious voice which might drown out the dissonant voices of student factions is no longer a serious worry since the faculty voted "no union" in October.

There is a grain of interest in a student labor union that is beginning to gather more weight as students become more vocal about employment injustices and discriminatory practices.

Students have begun to complain that they do the identical work of nonstudents working on campus; they can rise on the pay scale in one residence hall cafeteria and then move to another residence hall and find they must start at the bottom again; and they work away from their residence hall and buy meals at their place of work only to

find that other employees are paying 50 per cent less for the same meal.

If these practices which would cause John L. Lewis to shudder are not enough to spur students to unite -- what is the necessary catalyst?

Pat Blackwell said if he cannot get students interested in his committee, students do not have enough interest in unionizing. Apparently, student interest in the workings of the committee and the proposed grievance procedure is low.

Repas, along with Clackwell, cited high turnover rate as another reason why a student union is not feasible even though there are 7,000 student employees on campus. At the dorm Blackwell worked for, there was a 75 per cent turnover.

Blackwell also mentioned that financial support necessary for a union from a student working his way through school might be a problem.

Another reason: "The leadership might be here this year, and gone the next," Repas said.

But even with these liabilities, if enough interest comes from somewhere, there are two choices for the student body that badly needs a union, Repas said.

The students could unionize by joining Local 1585 and function as a separate bargaining unit or organize and petition for a separate union which involves signing

authorization cards and an election supervised by the Michigan Employment Relations Commission. Repas said students have a better chance with the first alternative.

If MSU students do decide to follow the lead of students in Oregon, they will have the support of Local 1585 and of the employees on campus who are not students and work under the union.

Union employees would welcome a student union, Repas said, because the influx students has eroded their bargaining unit. Naturally, management hires members of the ubiquitous student body before hiring a union member because students work for much less pay.

"The regular union is worried because students are replacing employee regulars," Blackwell said.

AFSCME's Cain said he would like to see students in Local 1585, although Repas contends that the local would fear a student takeover in their organization.

"I'm not sure what student interest there is, but they would receive encouragement from this local," Cain said.

He also suggested a plan of action for interested students. "Consolidate into a committee, appoint a spokesman and come to our council," he said.

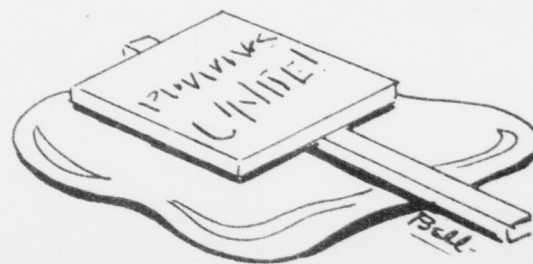
Blackwell reminisced about his former roommate who visited the local two years ago enthusiastically intending to form a labor union exclusively for students.

"He graduated," Blackwell said with a sigh.

Whether the next time a student is inspired enough to seek another method besides working with the management on a one-to-one basis will be the beginnings of a union for students is difficult to predict.

The channels are available and the precedent has been set by students in Oregon. A union might be a necessity -- but there are just not enough students willing to move in the same direction.

"I'm not sure what student interest there is, but they would receive encouragement from this local."



Fair deal or exploitation: University's student employees

by
Linnea
Slater

The on-campus student work force is divided in its feelings about its employer, the University. Most students agree that they get a fair deal, but others say they are exploited.

Students provide the University with a captive potential work force. Until September 1972 students working on campus were paid different wages for performing the same jobs because there was no centralized monitoring system. Each department determined independently the wages of the students it hired.

This year the Student Employment Office, which traditionally has been responsible for helping students find employment on and off campus, was reorganized to perform an additional role.

"Generally this entails the coordination of a standardized wage scale and personnel policies for all students employed on campus," James Anderson, assistant director of student employment, explained.

A complete list of student job descriptions and wage classifications is now printed by the office. Every student's application and paycheck are now monitored there, and to coordinate personnel policies the office sets up the procedures for hiring and keeps the central files and records.

This means that every "animal caretaker I" gets the same wage as any other animal caretaker I, and a clerk II gets

the same pay whether he works in the Dept. of Education or the Administration Building.

Although each student is processed by it, few students have any direct contact with the Student Employment Office. Most of them apply for their jobs through the department in which they work rather than through the office, and all they know of the central monitoring system is that they will fill out a "pink sheet" when they are hired.

Student employment supervisors in cafeterias and other departments also have little contact with the office beyond the use of the employment forms. So far most of them have had no reason to use its other services because enough students apply for work directly through the departments themselves.

"If I needed to use them I would, but so far I haven't needed to, so the forms have been a bother," Dennis Secor, student employment supervisor in the Akers cafeteria said.

Tom Ornstedt, student personnel manager in the Brody cafeteria, said the forms mean more paper work but that the Student Employment Office must need them to get the information they need to accomplish their other goals.

One lack in the employment system that has concerned some students is that there are no channels through which

students can take their employment grievances to their employer, the University.

The Student Employment Grievance Committee of ASMSU has been working on a procedure which will give students recourse for any grievances arising out of problems with the Student Employment Office or the management.

Pat Blackwell, chairman of the committee, said that when the procedure is completed it must be approved by five faculty representatives from the Student Employment Office, Food Services, the Physical Plant, Personnel and the Athletic department and an equal number of students.

If approved, it will consist of a voluntary agreement between the University and ASMSU to handle on-the-job disagreements through an arbitration board of professors who are not connected with the administration of the University, Blackwell said.

He explained that there will be no way of enforcing the board's decision except through pressure, but that the alternative — organizing a union of students — does not seem feasible.

Interviews with a limited sample of student employees revealed that most students are relatively satisfied with on-campus employment,



photos by John Dickson

Job-hunters scan the bulletin board at the Student Employment Office. Over 1,400 off-campus vacancies and one-third that many on-campus jobs were listed with the office between September and January.

considering themselves fortunate to have a job.

"I think University employers feel obligated to hire as many students as possible," Richard Catlin, Palo Alto, Calif., junior, said. "They try to fit in as many people as they can."

The convenience of the on-campus location is the main advantage for most students. Cafeteria workers especially like being able to walk to work in five minutes.

Most students feel the pay is as good or better than they could get off-campus. The minimum wage paid on campus is \$1.70 an hour and average is \$2.08 an hour.

One of the biggest advantages to working on campus is that employers schedule work around classes because they realize that students are here to study, students said. Many of them would not be able to work at a job that required them to work complete shifts.

The work-study program is presently giving jobs to about 1,500 students. These students are placed where positions are open rather than getting a choice of jobs, and they seem to have more complaints.

Tom Navarre, Dearborn junior, works in the assigned reading section of the library. His work-study job frustrates him because it takes up his prime time for studying in the evenings and exhausts him so that he can't study when he is at home.

"I find myself too tired out to study because of the job I have to keep in order to keep my scholarships which I need to stay in school," he said.

Some students in supervisory positions find that their main problems are in hassles with the university bureaucracy.

"Being a supervisor I feel I'm being exploited," said a student.

know how things should be run," Phil Saum, Akers Grill supervisor, said. "Some of the people above me don't understand. One problem is that they say we should make a profit and rip the students off the best we can."

Costas W. Kouklis, Vancouver, Canada, junior, is presently the only student working for the Grounds and Maintenance Dept. He said that the pay is lousy on campus and that there are no particular advantages to working either place.

"Both the University and off-campus employers are exploiting students but there is nothing of the student can do about it," he said.

Employers like hiring students because of the constant availability of a work force and because they like to give students jobs. It costs less to hire students, because they don't have to pay unemployment compensation.

Many of the campus jobs require split shifts, such as in cafeteria work. Unionized employees won't work these, Dennis Secor, student employment supervisor in Akers Hall, said.

The main difficulty with hiring students is with scheduling work around their classes. Ornstedt said that the Brody cafeteria has an especially hard time finding students who can work the lunch shift, and other cafeterias report the same problem.

A high turnover in student employees also plague University employers.

The majority of students work in three areas on campus. Four hundred fifty students work in the library, 210 work in the physical plant and 3,000 are employed in the residence halls and food services, according to Anderson of the Student Employment Office.



The Student Employment Office coordinates the wage scale and personnel policies for all student employees. Most students have little contact with the office beyond filling out employment forms for this purpose.

Financial aid guidelines spark student opposition

by
John
Lindstrom

Few issues in recent years could have devastating an effect on students as the new federal guidelines on financial aids. These rules, which now list a student's employment against his aid, will effect roughly 6,000 MSU students.

About 320 students on the work - study program have already either been terminated from their jobs or are close to losing them.

Obviously only Washington, which enacted these rules, can change them. But here at MSU forces are already massing in an effort to force that change.

Individuals and groups on campus that oppose and have taken action against the rulings range from President Wharton to ASMSU and the Kellogg Center Student Employee Assn.

The Kellogg Center Student Employee Assn. first publicly surfaced at a news conference on February 19 when the association's co - secretaries, Martin Malin and Timothy Cain, announced a four - part program designed to try to reverse the government policies.

The program includes:

- Coordinating a community wide effort to overturn the policy.

- Informing students how they are affected by the policy.

- Collecting a series of case studies on the effects of the policy on individual students.

- Going to Washington to present the case.

Malin said later that the association was working with ASMSU, State Representative H. Lynn Jondahl and others on this program.

"Whenever someone contacts Jondahl or ASMSU with a complaint, they refer them to us, and we try to use the case in our case studies file," Malin said.

Ron Wahula, president of ASMSU, said the effort was vital to protect students.

"When I first became aware of the problem I talked to people in financial aids and in the University, and thought 'Well there's nothing we can do.' But then I heard about the work the Kellogg group was doing, I realized that this something that should have been done all along," Wahula said.

Malin said that compiling

the case studies was an effort to magnify the effect these cases would have on a person. Each case considered separately, Malin said, may not have much effect, but putting all the cases together could be overwhelming.

Malin and Wahula both said that they hope to present the studies to Congress in Washington. Wahula said that originally they had planned to take the studies to Washington when the National Student Lobby congregates there on March 8 through 10.

But Wahula said that they had rededicated to go to Washington at a different time, because he felt they could make more of an impact if they went before Congress separately and presented MSU's specific problem.

Malin added that they hope to keep in contact with Michigan Congressmen, particularly Sen. Phillip Hart, D-Mich. and Congressman Charles Chamberlain, R-6th District, who have already been contacted by Frank Beeman, director of intramural sports and recreation services, and expressed concern over the problem.

On February 20, President Wharton sent a telegram to Hart, Chamberlain, along with Sen. Robert Griffin, R-Mich., and Congressman James O'Hara, D-12th District, urging a clarification on the rules to allow students to continue working.

"We also are getting an outpouring of letters from all elements of the community who are opposed to this ruling," Malin said, "for this action truly affects the entire community."

Malin also said that the Kellogg association will send out a mailing on the ruling and how it affects student employees, to all departments with students employees.

A vital aspect of this movement against the directives is its non - partisan atmosphere, Malin said. Along with enlisting the aid of Jondahl the Kellogg association has talked to James Pocock, Jondahl's defeated rival in the November election, and Phillip Pittenger, Republican State Senator from the 24th District.

"This has to be a non -

The new government guidelines for financial aids involved in the campus discontent are based on a report issued by The General Accounting Office, (GAO) the watchdog of all federal budgets, that was released to Congress last summer.

The gist of the report indicates that the government was being defaulted out of money by some students on the federal financial aid programs: the National Defense Student Loan Program, the Educational Opportunity Grants and the Work - Study Program.

To guard against further defaulting, the GAO report recommended that stronger monitoring guidelines for the programs be initiated. To everyone's surprise the Dept. of Health, Education and Welfare agreed with the report and ordered the guidelines enacted.

The most important and devastating effect the rules have had is on student employment. Previously students on loans were permitted

to work on campus jobs, but now student employment is counted against a student's aid. Many students have had to quit their jobs to keep their loans; others have voluntarily paid back their loans to keep their jobs.

Students on work - study in the past were allowed to remain on their jobs after reaching their federal financial aid allotment. However, they were paid by the University and not by the government once the scholarship amount was exceeded. The government now says that these students must be terminated from their jobs once they reach their dollar amount.

If any students earn over their dollar amounts, the University is liable to return that money to the government. The University has said repeatedly that no student will have to repay the money himself.

If the University blatantly ignored these rulings they could be audited by the government and ordered to repay some funds.

partisan effort because all people, not just one specific organization are hurt," Malin said.

Jondahl, who also was at that February 19 news conference, said that possible legal action against the measures was being considered.

He said later that action on grounds of breach of contracts was particularly being considered.

However, Zolton Ferency, associate professor of criminal justice, said he didn't know if a breach of contract suit could

be used because he has not seen any contracts or the actual ruling.

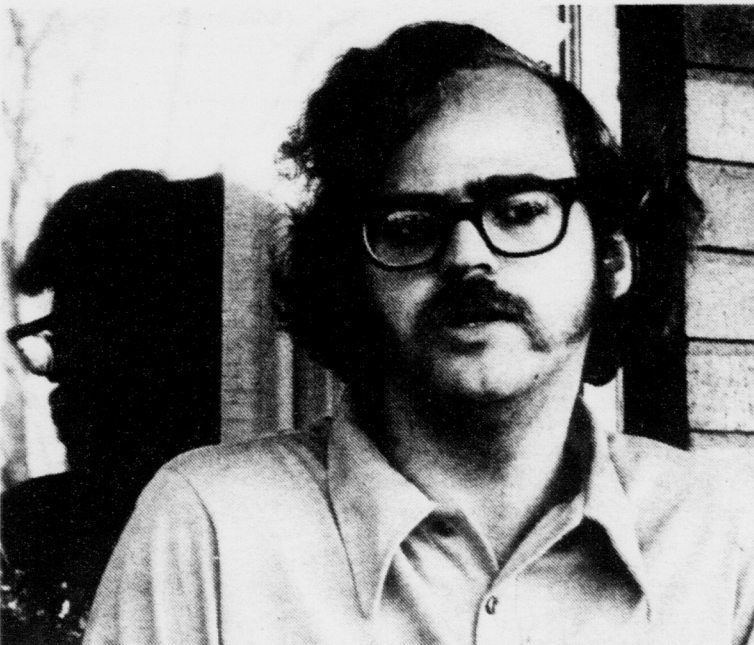
"There is a possibility that breach of contracts could be contended, but I haven't seen any contracts. If any students want to talk to me about that kind of action I wish they would bring in any and all contracts so I can study them," Ferency said.

Ferency also said he had considered the possibility that the rulings were an example of involuntary servitude and a denial of due process of law.

"However, these people don't need a lawsuit in this matter, they need legislative relief. So people should get down on the Congress," Ferency said.

Henry Dykema, director of financial aids, agreed that the real battle to repeal these rulings will be in Congress.

He said that the National Council of Financial Aids Administrators will appear at Congressional hearings on the budget appropriations for higher educations.



"We are getting an outpouring of letters from all elements of the community who are opposed to this ruling."

— Martin Malin, Kellogg Center Student Employee Assn.

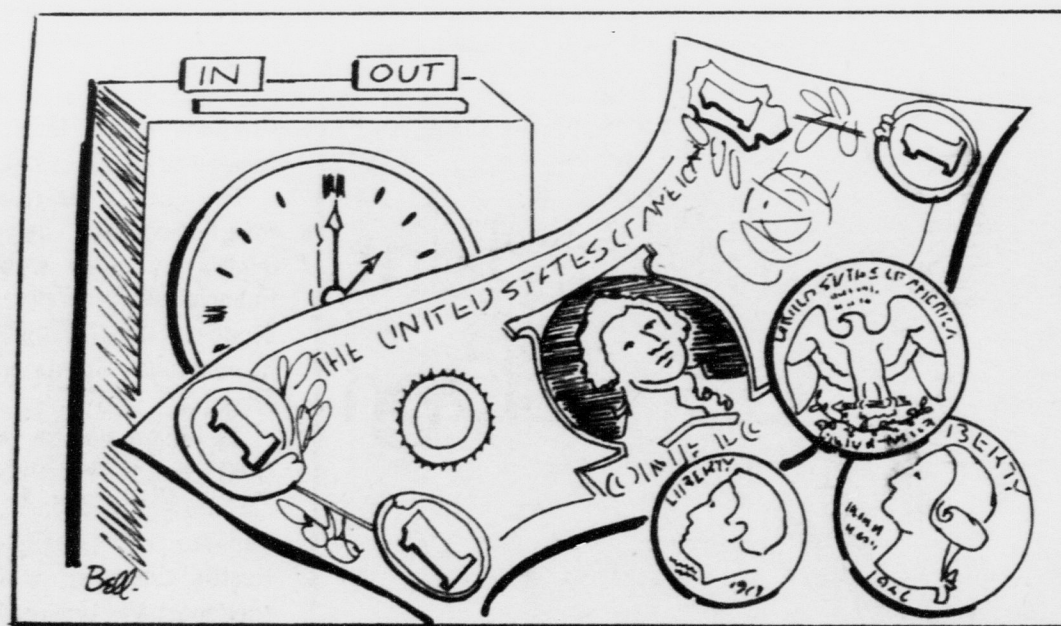


"When I first became aware of the problem I talked to people in financial aids and in the University and thought, 'well, there's nothing we can do.'"

— Ron Wahula, ASMSU president

Minimum wage : avoiding a wage war in East Lansing

By
Jan
Shubitowski



Minimum wage — \$1.60.
That's also starting wage for
11 of 24 businesses surveyed
on Grand River Avenue.

And rightly so. Employers
see no reason why they should
pay more than that for help
when there are 40,000 MSU
students right across the street,
many of whom would like to
work.

Said one East Lansing
businessman: "If one employer
raises starting wage for his

employers, he might very well
steal the employees from his
neighbor, thus initiating a wage
war with each employer trying
to out pay the other. I'm sure
none of the businessmen could
afford it."

Of the 24 employers
responding to the survey, the
lowest wage reported in East
Lansing is \$1.35 for waitresses
of a unionized restaurant. Even
if the standard union
allowances of 20 cents for tips

and four cent for meals is
added to this, their pay comes
to only \$1.59 per hour, a
penny lower than minimum
wage.

A drugstore has been
unionized since it opened 15
years ago. Employees are paid
\$2.30 an hour. The manager
reports a low turnover rate and
general satisfaction among his
employees, 40 per cent of
whom are MSU students.

The unionized quick food
business which employs 40
per cent MSU students has
been unionized as long as the
manager can remember. Wages
are \$2.00 an hour.

Employees of four non -
unionized businesses said full -
time (non-student) employees
are paid 10 cents to 20 cents
more per hour. Managers,
however, would not admit this.

In a fifth business the
manager said that pay may
very according to how well
qualified she feels an employee
is for a position.

Pay raises in all 24 of the

businesses are rare. Only three
have set pay raise scales, only
one of which is followed.

One quick-food business
having no set pay raise scale
does occasionally give raises,
but only to male employees, a
former employee said.

She said that male employees
who had been there a relatively
short time might receive a raise
whereas a woman who had been
there longer would not. She
does not know of one woman
ever receiving a raise.

The manager denies that
there is any favoritism.

Employees often find it
cheaper to hire new help at
minimum wage than to provide
pay raises or other benefits for
their senior employees. This is
easily accomplished since there
are many MSU students eager
for a chance to earn extra
money.

Students who find
themselves working in a
clothing store may run up
against another problem —
quotas.

At least two businesses have
quotas which employees must
meet or, as one employee said,
"they get canned."

The quota for one is \$23
per hour for every hour
worked for at least two
consecutive weeks of every six
weeks. The other is \$300 a
week.

Quotas are not viewed
favorably by the employees.
Said one young woman, "this
policy tends to make you
pushy."

At least three businesses pay
their employees a commission in
addition to their regular wage.
This ranges from one to four
per cent. Two of these
businesses pay minimum wage.

If an employee does not
perform up to his employer's
expectations, he will be
dismissed without a second
thought.

As one manager said, "We
don't need him; he needs us. If
he quits, there are hundreds
more waiting to take his place.
We can find another worker,
but can he find another job?"

\$2.30	1	-	-
2.00	-	1	1
1.85	-	2	-
1.80	-	1	-
1.75	1	1	3
1.70	-	-	-
1.65	-	1	-
1.60	5	2	4
1.35	-	-	1
	Retail	Clothing	Food

Starting wages for student employees in 24 randomly selected East Lansing businesses.

Looking for life on Mars

by
Jan
Shubitowski

The student looking for work in East Lansing might as well be looking for life on Mars — its existence is just as questionable.

The problem arises from the fact that there are 40,000 students at MSU, many of whom want to work at least part time. Those without cars are restricted primarily to the Grand River area. And positions there are limited.

"I tried eleven shops along Grand River," Mary, junior, confided. "And not even one of them would take my application."

"At first I thought something was wrong with me," she continued. But then I realized that there just weren't any jobs to be had."

A random survey conducted in January of 24 businesses along Grand River Avenue between Hagadorn and Harrison roads found that each business has an average of two to three people inquiring about a job every day.

"About a hundred people come in the first week of the term," a food store manager said. "After that it tapers down to about three a day."

"We get a constant stream of people coming and applying," a clothing store manager said. "We don't take applications any more unless we have an opening or expect one soon. It's not fair to keep someone waiting for a phone call that may never come."

The majority of the businesses surveyed said that they do not bother with applications. One manager said he would really be bogged down with paper work if he tried it.

When an opening does occur, the managers find it easiest to just put a "help wanted" sign in the window. One quick food manager said he usually takes two of three applications then picks one of them to fill the position.

However, he said, the last time he had an opening, a

woman came in to apply for the position and he hired her on the spot. This practice is fairly common among East Lansing employers.

Some employers find it feasible to advertise on the MSU Placement Bureau job board.

Only two employers said they use newspaper want ads to advertise an opening.

"If I put an ad in the paper," said a clothing store manager, "I'd be swamped with applications."

With a willing supply of perspective employees, employers in East Lansing can be choosy about whom they hire. And they are.

"We try not to hire students," one bookstore manager said. "Students don't stay long. I don't think they really want to work."

"We want people who are dependable and reliable," a drug store manager said. "Students are only here for a short time. They come to work if they feel like it, and if they don't, they just don't show up."

The primary concern of most employers is the appearance and personality of their perspective employees.

"I judge a person on how he appears and how well he comes across," said the manager of a clothing store.

A drug store manager said, "I once had a guy come in who looked like he'd just been dragged through the dirt blower. His hair was long and dirty — not that I mind long hair. He was just a mess. No one would want something like that working for them."

Summing up the general feeling of the employers, a clothing store manager said: "The store's no better than the kind of people you have working for you."

She said that a lot of time and money is spent in training a new employee and employers would like a stable investment.

The Good Neighbor Policy

by
Nancy
Jablonowski

The 98-cent screwdriver still may exist, but the struggle to maintain a comparable yet competitive price on this and sundry other hardware items turned into a losing battle for small business Dec. 16 with the closing of Miller's Ace Hardware, formerly located at 210 E. Grand River Ave.

Robert Miller, store owner, blamed high costs and an increase in rent at the location for the store's closing, and explained the difficulties he encountered with selling his merchandise.

"Everything is going up in price these days, but people still expect to pay the same price for a nail now as they did five years ago, because it's such a small purchase," he said.

He contrasted the philosophy of his customers with the shopping habits of customers at other businesses along Grand River Avenue.

"Some businesses, like clothing stores, can afford to charge more for a purchase every time they bring out a new season's outfits, and they can get away with it," he said.

"But hardware shoppers expect to pay a certain price for what they buy and refuse to accept more than what they consider a 'reasonable' markup on stock."

Ironically enough, business is booming - even with rising costs - for some East Lansing establishments, including Miller's next-door neighbors at Hosler's, a clothing store.

The Hosler's management has taken over the Ace Hardware lease, which expired in December, and plans to expand after remodeling the store.

Miller said that he was unable to pay higher rent on a new lease for the location since the building owners had raised the rent.

Paula Johnson, manager at Hosler's said the clothing store was paying twice as much rent as Miller was, and was waiting to take over his lease when it expired.

"Business has been just great for us. We got a lot of plans for the extra room," she said. The Hosler's - Ace Hardware situation illuminates the dilemma confronting many small businessmen in East Lansing.

For one store owner on MAC Avenue, the story was the same - small business versus the successful, larger operator - as Friday's Shoes 'N Things, a small, privately-owned shoe store, closed its doors at 230 MAC Ave., just down the street from Lums.

Here too, management blamed a spiraling cost of living index for the large drop in business prior to the store's last day of business in November.

"Not only were costs high," a former shoe salesman at the store said, "but our business was really rock bottom, too."

"One afternoon we sold exactly seven pairs of shoes."

A second factor was blamed for the slump in business, however - a competitive sales market in the immediate area with enough diversity of stock to offset the seasonal trends in shoe sales.

"With a choice of three stores within walking distance carrying the same brand name shoes, the customer could afford to get choosy about where he spends his dollars," former cashier at the store said.

"When all you sell is shoes 'n things, you can't afford to cut prices on other stock like clothing or department stores can because no other stock exists," another cashier added.

Whatever the reasons for Friday's closing, one point seems clear; the "good neighbor" game has players on MAC Avenue, too. The building which formerly housed the shoe store is being remodeled into a restaurant under the supervision of Edward Rouillard, manager at Lums.

Rouillard, though hesitant to comment in detail on the construction, described the new restaurant as a "location for finer dining." He declined to reveal its name.

He also declined to comment on business at Friday's before it sold out but speculated that "business probably slackened off there like it has in other parts of the city."

One street down, the walls also have tumbled at another East Lansing restaurant and risen to pave the way for a second new eating establishment which opened in mid-February.

Best Steak House, 218 Abbott Road, has been transformed into Beggars Banquet, a steak and seafood haven.

Construction on the new restaurant, managed by former employees at Cave of the Candles (a restaurant down the street) surprised many East Lansing residents, including former Steak House employees.

"I guess people just don't want a short-order eating place unless it has one of two things - great atmosphere or booze," a former cook at the Steak House said.

"In fact," he added, "these days the successful places need both to remain successful."

Whether that philosophy applies to the local business situation remains unclear.

One elderly resident who called the Steak House her "favorite place to eat," linked the restaurant's closing with a decline in "people-oriented places" in the vicinity.

Another sure thing passed when the Steak House closed," she said. "I guess the new owners figure atmosphere can augment a fancy menu and replace good food at a good price. That doesn't seem to be important for a restaurant anymore."

Apparently, familiarity at a fair price is not enough to make a business successful in 1973.

The quick food at a fair price question took a strange twist at Campus Big Boy, 401 E. Grand River Ave., where business was "usually good," a former waitress said.

Poor patronage apparently was not blamed for closing the familiar hamburger chain location in November.

Instead the building's owners, Butterfield Theaters, Inc. of Detroit, refused to extend the Big Boy lease past May, when it expires.

The owner's refusal to extend the lease left the manager with a single alternative - remain open until May or close early in the cold season.

"Everyone thought twice about the pros and cons of closing before winter set in," a former cook at the Grand River Avenue location said.

The winter months were never great for business anyway, unless an unusually good movie was showing next door."

The Campus Big Boy was located next door to Campus Theater, also owned by the Butterfield corporation.

Managers at the theater next door and at the Michigan Theater, another Butterfield property, would not comment on the Big Boy lease, and refused to speculate on plans for the vacated building.

They denied rumors that Butterfield Theaters, Inc. would expand the Campus Theater, incorporating the additional space into a second movie area with a twin screen arrangement.

They also denied rumors that the Butterfield corporation would diversify and reopen the Big Boy location under a different restaurant management.

At Ace Hardware, Friday's, Best Steak House and Campus Big Boy the incidentals differ, but the total picture is strikingly similar.

Individual owners have been eased out by a number of interrelated factors, including high rent, canceled leases and high overhead while the ever-present neighbor next door improves his business and eyes expansion.

In all four cases, expansion or diversion of the small businessman indicates much better business for the new owner and none for the former proprietor.

In a society which thrives on small and private enterprise, the outlood appears dismal for the private owner.

For his more successful neighbor, however, the trend seems apparent - the cash registers will continue to ring only much louder and longer.



THE GOOD NEIGHBOR POLICY

Employee complaints: screaming at the top of your lungs

by
Nancy
Jablonowski

For the average student employe, working in East Lansing is like living in a vacuum without any company.

"You could scream at the top of your lungs about a particular gripe and nobody would even turn around to listen," a local cashier said.

"And even if someone did hear you, there would be little he could do unless he was the boss," she added.

But the boss rarely listens, most student workers agree.

"He doesn't need to listen to anyone," another student employe explained.

The nonunionized student worker in East Lansing is at the mercy of his employer - he has no job security and little recourse against a boss who may not like his looks or the way he parts his hair.

And, barring an immediate rash of protests and letters to congressmen demanding legislation to protect these workers, the situation here and across the state shows little sign of improvement, officials in both the Michigan Department of Labor and the American Civil Liberties Union reluctantly agree.

Essentially, they say, employe grievances are directed to one of two public agencies, the Michigan Employment Relations Commission or the National Labor Relations Board. But these agencies were created to protect only those workers who pay union dues or those who have attempted to organize collective bargaining units where they work.

All other complaints filed by individuals are useless, labor officials contend, unless the worker can prove discrimination against his employer.

In those instances, the Michigan Dept. of Civil Rights is contacted and the worker may file a formal grievance charging discrimination on the basis of sex, age, race or religion.

But charges of discrimination occupy a virtual "no man's land," Dept. of Labor officials say.

"It's virtually a case of one individual's word against another unless a third party is willing to get involved," one Dept. of Labor official said.

And often, he explained, an objective third party who is willing to testify in a fellow worker's behalf may decide not to, for a variety of reasons, further complicating the discrimination process.

"He may feel pressured by a

domineering employer who hates 'interfering third parties,'" the official explained. "That threat may cancel his good samaritan tendencies as quickly as they were kindled.

"Or else he may just decide not to risk putting in his two cents on someone else's behalf, especially if he's not sure how the boss will react to his testimony," the official added.

Both the Michigan Employment Relations Commission and the National Labor Relations Board deal directly with union worker grievances, but process the grievances at different levels.

The Relations Commission is a state agency under the direction of the Dept. of Labor, which handles complaints filed by unions representing public employees in hospitals, schools and other public institutions.

The national relations board is an independent federal agency with offices in major cities nationwide. It mediates disputes involving members of larger bargaining units such as the Teamsters and the United Auto Workers and also handles grievances filed by employees in corporations such as the McDonald's hamburger franchises.

Bankrolled by huge collective bargaining agents, union members usually are certain to receive compensation for their gripes, representatives of the National Labor Relations Board said.

But the present grievance system offers little hope to an individual employee, Thomas Walton, Administrative Assistant to the Chairman of the state employment commission, admitted.

"If he feels he has been discriminated against but cannot prove employer bias under Dept. of Civil Rights

criteria, we can't help him either," he said.

Walton viewed the difference in protection between union and nonunion workers as a two-fold "protection gap."

No agency exists to protect the job interests of the nonunionized worker, and discrimination, if charged by an employee against an employer, is nearly impossible to prove, he explained.

"We offer a variety of safeguards for the worker who is covered by collective bargaining contracts," Walton said.

"But for the average student who is working his way through college, there's just no place to go if he feels the pinch."

The employer "pinch" has been felt by many East Lansing student employees in the past few years.

Most employees who have had grievances against their managers have been faced with the dilemma of conforming or quitting.

For many, walking papers was the easier - though often more painful - solution to irreconcilable differences with management.

"It's not easy working for a guy who cares more about his restaurant than he does about his employees and their specific problems," a former waitress at Lizard's said.

"For all that hassle, it's better to quit than risk your sanity."

But other local workers

believe a strained employer - employee working relationship is better than none at all.

"You learn to live with personality quirks and forget your pride when a job that you really need is at stake," a saleswoman at Jacobson's said.

A saleswoman at Redwood and Ross, a clothing store on Grand River Avenue, echoed her sentiment on "necessity employment."

"For someone like me a job is a necessary evil," he explained. "You bury the bad side effects in the back of your mind and never think about them. That way, you can put up with just about anything."

Some student workers have been less willing to "put up" with poor working conditions in the last few years, however. They have taken up the cries of job security and better working relationships - many of them jeopardizing their jobs in the process - in a drive to organize some form of collective bargaining support where they work.

During this time, employees at Coral Gables, Lizard's, Baryames Cleaners and Lums organized unionization drives to bargain for better working conditions and treatment.

Forming picket lines of disorganized and often listless workers, they sought to publicize their claims and successfully cut back business at Coral Gables and Lums.

In November, 1971, employees at Lums won the right to work in a closed union

shop - a small, but significant victory for student workers in the area.

And though workers were unsuccessful in their drive to unionize Coral Gables and other local establishment, they did win one important benefit - the right to mediation protection by the Michigan Employment Relations Commission through collective bargaining representation.

At Lizard's, for example, three employees involved in unionization attempts there were discharged without explanation in April 1971.

Representatives of Local 235 of the Hotel - Restaurant Employees and Bartenders Union, which spearheaded the unionization drive at Lizard's, filed unfair labor practice charges with the state employment relations commission against Lizard's management.

The workers were reinstated, with back pay, three days later.

The impact of union influence in these instances would seem to tip the scales in favor of union involvement for student workers.

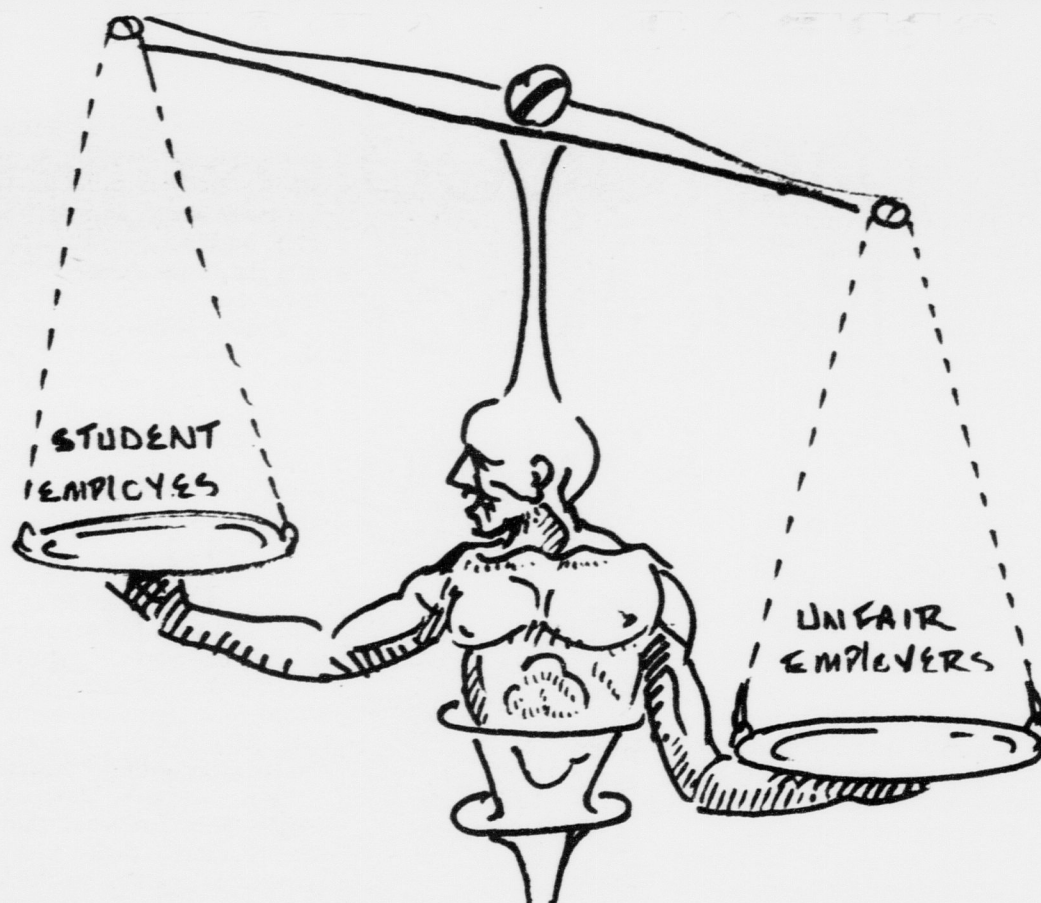
Regardless of degree, any organized attempt to secure collective bargaining rights entitled employees to protection by the union and intervention by a state or federal labor relations agency.

Knowledge of this protection may spur a student worker to insist upon good working conditions and fair treatment and may force his employer to recognize his request, officials in the labor relations field agree.

"It's difficult to act against private industry," May Kay Scullion, a member of the American Civil Liberties Union, said.

"We can and will help students in some instances, but our influence is limited by the nature of the complaints we receive."

As one representative of the American Civil Liberties Union described the student - management hassle, "Students themselves are their own best weapons in a fight with management."



When student employes complain, no one turns around to listen. Even if someone did, there's little he can do unless he's the boss. And the boss rarely listens.

CHEAP LABOR: BOOMING

STUDENT BUYING POWER, EAST LANSING PROFITS

By Sharon Hanks

For over a century the East Lansing business community has steadily flourished due to the expanding enrollment of MSU. The business community's dependency upon students for this economic growth is evident.

Students represent nearly two-thirds of the city's population and constitute the major buying power in East Lansing.

A survey conducted in 1969 by Gordon E. Miracle, asst. professor of advertising, estimated that in East Lansing, students in one year alone spend \$14.2 million on wearing apparel, \$11.1 million on books and supplies and \$19.2 million on auto maintenance and other transportation.

Thirteen local merchants who were interviewed recently credited their profits to a number of reasons, one being the buying power of students.

Merchants also cited the area's cheap labor market. Most said that the starting pay of their employees is what their competitors pay. In most cases this is the minimum wage of \$1.60 an hour.

Students also have an obvious easy access to the business area.

An increase of business sales within the past year were confirmed by nearly all of the merchants interviewed.

A & P manager Dick Boomershime said, "It's been extra-ordinarily good compared to last year." He said the store's profits have increased 17 per cent from the first quarter of last year to this year's first quarter.

According to a business barometer by the Chamber of Commerce of Greater Lansing, total retail sales in East Lansing have increased from approximately \$41 million in 1970 to \$56 million in 1972.

"The stable economy of East Lansing is due to the city's diversified income," Roland J. Ledebuhr, president of Lansing Metropolitan Development Authority, said.

Merchants cite students' multimillion dollar spending habits and the abundance of cheap labor as two major reasons for healthy local business conditions.

He said the city has income from the state government, industry and the MSU payroll.

Ledebuhr, owner of the Musselman Real Estate Co., explained that because East Lansing is a satellite community which developed and grew up with the university, it has always been student oriented.

Besides the advantage of the area's stable economy, most merchants interviewed find that having the majority of their customers as students is "enjoyable."

Leon Gudelsky, owner of Leon G. jewelers, summarized the typical attitude:

"I thoroughly enjoy a business in a campus town. Most students are extremely courteous, intelligent and quality-conscious," he said.

Ed Rouillard, manager of Lums, noted that "the excitement of the many different types of people and foreigners makes East Lansing an interesting place to have a business."

And Paula Johnson, president of Central East Lansing Business Assn. and manager of Hoslers, noted that

there are many young people and MSU graduates who are store managers. She said that these managers can possibly relate easier to students' needs.

Some merchants noted that certain products sell better in a college town.

Steve Helm, manager of Fenstermacher's, said that students are more inclined to buy burlap. "Our East Lansing store will sell two to three times more burlap than any of the other Fenstermacher stores in the chain," he said.

The manager of Paramount News Center, Jerry Petersen, said the type of book sales in the East Lansing store are "totally different from the Lansing downtown store."

"The students are not interested in the relaxing novel, but will purchase a philosophy, sociology or religion book. These books are most relaxing to students," he said.

Despite the economic gains made by most businesses, merchants do have some gripes about students.

Most complaints are related to shoplifting and property damage occurring last spring when students protested the

mining of Haiphong harbor.

"I don't care what the students do as long as they don't injure other people. But the damage resulting from student protests are just some things that a business must accept in a college town," Paula Johnson said.

Some larger stores reported a problem of shoplifting which has increased considerably in the past few years.

Statistics from the East Lansing Police Dept. reveal that reported shoplifting cases rose from 41 in 1970 to 196 in 1972.

The actual arrests made in 1972 totalled 126; 87 were between the ages of 18 to 21.

The manager of Jacobson's said that last year alone, 35 people were caught shoplifting from his store and all except two were students. Only three were men.

Local merchants have tried to deter theft through a telephone alert system in cooperation with the East Lansing Chamber of Commerce.

The system operated as follows:

A merchant who suspects a potential criminal, bad check writer, shoplifter or short-change artist which might be operating in the area reports the suspect to the Chamber of Commerce.

The Chamber of Commerce notifies five merchants, the key alerters, who in turn telephone and warn the other merchants.

In the past seven months, the Chamber of Commerce has issued 15 early crime alerts.

Some of the smaller stores, however, reported that shoplifting was not a great problem. The management of the Bagpiper, MSU Bootery, Leon G., and Campbell's Smoke Shop noted that greater security is possible because of the smaller size of their stores.

A harried waitress — a typical restaurant scene in East Lansing. Many local restaurants, following the conventions of a cheap and abundant labor market, pay waitresses the minimum wage — or lower.



photo by Ken Ferguson

Planing wood and reading an ephemeris -better than busing cafeteria trays

by
Mark L.
Clark

MSU students confronted with the difficult task of financing their educations often find unusual ways to earn money.

Jim Crissman, Caledonai senior, has made his hobby a profit-making venture by making custom built furniture in his spare time.

Explaining why he started building and selling furniture, Crissman said:

"I couldn't get a full time job during the day because I have classes on Tuesday and Thursday.

"I didn't want to work at night because my wife works during the day and I'd never get a chance to see her."

He has had no special training in building furniture and has been doing it for profit for about a month.

"I grew up on a farm and I learned a lot of things that way," Crissman said.

His workshop is on the second floor of a barn located behind the house he rents at 2976 Okemos Road.

Right now Crissman, 22, uses mostly hand tools in his work. He hopes to use part of his initial profits to buy some power tools. He said that it takes a lot of capital to get a good shop together.

Crissman's furniture is all custom built to the needs and desires of the individual buyer.

"A customer tells me what he needs and we work out a design together," he said.

"My style of furniture is roughly finished and strongly braced and bolted," Crissman said. "It's solid and not going to break."

The customer has the choice of having his furniture built with either new or used lumber. Crissman noted that the furniture built with used wood is usually cheaper.

The price of the furniture generally depends on what the piece is and its size and shape.

Paul Werner, MSU senior medical student from Holt, is helping to put himself through school just by talking about what he knows best.

Werner, 26, is the host of "Prescription for Health," a 15 minute weekly radio program sponsored by the Michigan State Medical Society.

Werner interviews Michigan physicians on such current health topics as venereal disease, acne and voluntary sterilization.

"We discuss things the general public would like to hear about," Werner said.

According to Werner he uses a loose interviewing style and lets the speaker do most of the talking.

"I try to allow the speaker to say what he wants to say," he said.

Werner has hosted "Prescription for Health" for 13 months but plans to quit when he graduates from the College of Human Medicine in June 1973.

"Prescription for Health" is taped at MSU's Instructional Media Center in East Lansing and distributed by the University of Michigan radio station WUOM for broadcast and distribution to other stations.

Werner currently makes two tapes per week. He plans to make four tapes per week so that there will be a backlog of programs when he leaves in June.

Through his job Werner has made contacts and met a lot of prominent people.

"I found they're just as human as the rest of us," he observed.

Jim Corth, Miami, Fla., senior, makes money by determining the pattern a person's life is likely to follow. He is an astrologer.

Corth quickly pointed out that the study of astrology is not to be equated with fortune telling.

"I don't predict the future," he said. "I can only determine that the tendencies are likely for certain things to occur."

Corth has been studying astrology for three and a half years. Most of the studying has been on his own, although he has taken a course in astrology through the Lansing YWCA.

Corth writes astrology charts and does aspects, progressions and transits. He also provides help with basic interpretations.

Corth said that aspects are simply the angular relationships between the planets.

"A progression is the means which astrologer's use to delineate a person's life," he said.

"Transits are the day to day projections of the energies that affect people."

An ephemeris, which is a day to day map of the stars in any given year, is only one of approximately 40 factors Corth uses in his work.

The ephemeris is used to figure out what the angular relationships of the planets were to the earth at the exact time of an individual's birth.

"From this I can determine the psychological makeup of a person and his future expectations," Corth said.

Corth charges by the hour for his help, using the money to help put himself through school.

Two MSU students have formed a partnership in an effort to earn money to help pay for a work-study program they have planned for this summer for the MSU Department of Parks and Recreation Resources.

Dan Hunt, Marshall senior, and Janet Wolf, Oak Park senior, redecorate houses. They have the capacity to redo an entire house or a single room.

Hunt learned to do carpentry work from his father and by working as a maintenance man in a Boy Scout camp. He has helped build a house and has also done some plumbing and landscaping.

Hunt started doing odd jobs during spring term 1971 and this gradually led to redecorating jobs through the contacts he made.

Wolf began working with Hunt at the beginning of this year. She is the wallpaper "expert." She has redone her parents house and has done a lot of painting.

Wolf and Hunt like the independence of being their own boss.

"I like to take my time, work at my own speed and do a good job," Hunt said. "I take pride in my work."

When they complete a job Hunt and Wolf always ask the customer if he is satisfied with their work. If the customer indicates he would like a correction made Hunt and Wolf make it at their expense or the customer's depending on the nature of the correction desired.

Hunt and Wolf get their jobs through word of mouth and advertisements they have placed in the State News.

They get a discount of their supplies and have picked up helpful techniques from a local merchant.

Hunt and Wolf work at an hourly rate and multiply the sum total of this hourly rate by three percent to cover the costs of their supplies.



photo by Tom Dolan

Jim Crissman (above) has converted a hobby into a profit making venture by using his spare time to construct custom made furniture. Paul Werner (below) joins the ranks of unusually employed MSU students by helping to finance his college expenses with a radio program on health topics. The 15 minute weekly program features interviews with Michigan physicians on venereal disease, acne, voluntary sterilization and other current medical topics.



CELBA: business waving its own flag

By
Sharon
Hanks

The bandwagon trend of a coordinated advertising program to promote business in one shopping area has gained momentum in East Lansing through the efforts of a new business group.

Concerned with keeping the economic climate of downtown business area healthy, 29 downtown merchants formed the Central East Lansing Business Assn. (CELBA) over three years ago.

"I'm delighted with its progress," CELBA president Paula Johnson said. "People are enthusiastic, active and our membership is growing," she said.

The business area is a dividing line between the university and local residents, she explained, and CELBA is geared to bring both groups together.

"We're interested in making East Lansing a good place to be for students, residents and businesses," Johnson said.

Students constitute the major buying power for most businesses in the city. In 1972 alone, retail sales in East Lansing totalled over \$56 million.

CELBA has put on a great show since its three-year-plus existence working in joint effort with the East Lansing-Meridian Area Chamber of Commerce.

For their customers they have staged a beer and concert night on MAC Avenue, donated funds for holiday decorations, offered a free fashion show, and sponsored

such promotional events as the Moonlight Sales.

CELBA as also recently coordinated uniform store hours throughout the downtown area. Downtown merchants have agreed on Thursday night as the prime shopping night.

"Our biggest objective right now is planning a policy to promote business," said Johnson, who is also manager of Hosler's.

This includes outlining an advertising program and determining how money will be spent on promotional events for the future.

Plans for revamping the parking validations in East Lansing are also underway. The parking committee proposed that lickon stamps provided by merchants be used rather than a rubber stamp on sales receipt.

This plan is similar to the one in Lansing, said city treasurer, Frank Warden. The proposed plan would eliminate sorting of tickets and prevent the possibility of other merchants using it for free.

The proposal will have to be approved by the East Lansing City Council.

Besides the revamping of parking validations, other plans include a bicycle clinic and street celebrations during the spring.

The bicycle clinic would offer safety and repair information for bicyclists and is being planned in coordination with the East Lansing Police Dept.

A send-off celebration for



photo by Tom Dolan

PAULA JOHNSON: president of CELBA

the graduating students in June can also be expected, Johnson said.

CELBA also organized a telephone alert system which gives merchants warning of potential criminals, bad check writers, shoplifters and short-change artists which might be operating in the East Lansing business area.

Robert Wilcox, manager of Jacobson's typifies the merchants reaction to the alert system. "We're very happy with such a system. It's quite simple, effective and is a great deterrent to thieves," he said.

The telephone alert system works in coordination with the East Lansing Chamber of Commerce. In the past seven months, 15 early crime alerts were issued.

CELBA has also been instrumental in presenting plans for the revamping of the 100-200 block alley, one block north of Grand River Avenue. Improvement of the alley will hopefully be completed by September.

CELBA membership is open to any business or firm engaged in a service, business, or professional enterprise.

But some merchants that are not members of CELBA are the ones that irritate Johnson. She estimates that there are about 60 merchants who are potential members of CELBA and who have not yet joined.

"Some will call up and ask when we plan on keeping our stores open for a promotional sale so they can join in. But they provide little support in the planning or cost of it. They just want the benefits," she explained.

She added however, that some merchants had promised to join CELBA when it became independent of the East

Lansing-Meridian Area Chamber of Commerce as of January 1. Seven merchants have joined since then.

Most nonmembers of CELBA voiced support for CELBA, but have various reasons for not joining, such as lack of time, or authority, poor health or the expense.

Bill Campbell, owner of Campbell's Smoke Shop, said he is not a member because previously a merchant had to be a member of the Chamber of Commerce, an added expense. He added that because CELBA is now independent, he will probably join.

Owner of Ramsey's explained that poor health would prevent him from actively participating.

The owner of Campus Music contends that lack of time to be actively involved has discouraged him.

And manager of Revco Drugs said, "I can't get enough authorization from our main office."

The dues of member firms of CELBA are mostly used for advertising, according to Johnson. Cost of dues vary, depending on size and type of business.

Members pay 5 cents per square foot of business space a year for dues. If it does not compute to a total of at least \$120, which is the case of Hosler's at \$80, businesses must pay the minimum of \$120.

The dues of a larger store the size of Jacobson's pay "in the four figures" according to Wilcox.

CELBA is governed by nine board of directors and officers. Johnson hopes that in the future, student representatives can be added to the board.

TIME ON YOUR HANDS?

See the Special employment classified displays in today's State News.



Local employment agencies are looking for you - full and part time job opportunities are available immediately.

Skim through the listings under employment and clip your choices for future reference.

Counterpoint

Counterpoint is a monthly supplement to the Michigan State News published by students of Michigan State University. Editorial offices are in 341 Student Services Bldg. The editor is Sylvia Smith.

Columns on women, minorities and press criticism are features of each Counterpoint. Persons wishing to contribute to future issues should contact the State News.

Conference will help organize women

women

Why is MSU ignoring us?
Three renowned authorities from MSU were recently invited to speak at a University of South Carolina conference on "Women and men: partners in humanism — women in focus week," a conference with a generous budget (well over four digits) provided by their chapter of Associated Women Students and the students association.

Western Michigan University held their third annual teach-in on women's rights and human equality, sponsored by the associated women and men.

Is MSU so advanced that it doesn't need such conferences?

The University itself has failed miserably in offering any kind of leadership role in focussing — much less organizing — women's activities. After much publicity about the formation of the Department of Human Relations, the Women's Advisory Council and setting

up an office of Women's Programs, virtually nothing has been done to actively organize women or women's activities. The Steering Committee Report has been shelved with no further communication with the committee members. Undergraduate women are at a loss as to where to find the women's movement.

In the face of this concerted inaction by the University, women have had to organize on their own. One result of this independent activity is Everywoman's Conference, a conference which will be held at the United Ministries in

Higher Education on March 30, 31, and April 1. Free, non-sexist child care will be provided, as well as transportation if needed. Meals will be sold at the lowest possible cost and will be prepared by Morning Glory Natural Foods Restaurant — organic foods at a terrific price.

There will be films, such as the "Pumpkin Eater" and "The Salt of the Earth"; workshops, including Sex Roles in Elementary Education Textbooks, Women and Their Bodies, and Poets as Women.

Coffee houses will include poetry reading, plays, music and singing. The total cost of the three day conference will be \$1 collected at the door.

Women within the university are being called upon as resource persons, but the university structure has not been actively involved, either in organizing or funding the conference.

Associated Women Students, however, is providing welcome time and money to the conference.

What is needed at this point is to make women's groups more visible to the University community; and the conference will hopefully, help women to get together and discover their common needs and common interests.

The title Everywoman's Conference was chosen because of our serious commitment to dealing with issues that are relevant to the needs of all women. This is not a conference for any select group of women. It's for the 18-year-old freshman, the 30-year-old housewife-mother and the 50-year-old Ph. D.

This article was collectively written by a consciousness raising group. OK, folks, let's get it together. Hope to see you at the conference.

This article was compiled by five members of a consciousness raising group that has been meeting weekly since November. The writers are Jan Bidwell, Union Lake junior; Alice Pifer, Detroit senior; Sue Ekstrom, St. Ignace graduate student; Katie Day, Lansing waitress; and Diane Deutsch, a director of the United Ministries for Higher Education.

Shield laws: press protection for source confidentiality

by
Elmer
White

press

The hottest issue in today's battle to keep information available to the public is the "shield" proposal. It is debated in Washington, in many state legislatures, including Michigan, and among media people themselves.

Defined briefly, the shield issue deals with the right of media people to be protected from government demand that they reveal sources of news where the source has been promised that his name would be kept confidential.

Until recently news people thought they had this right. But within the past two years various courts in several states and some at federal level have held that reporters must reveal their confidential sources. Reporters would not; several spent various periods in jail.

There seems a great lack of understanding about whom the shield bill would shield. Much rhetoric has appeared about this protection for reporters.

Actually it is the news source who needs and should have the protection. Reporters have certain risks built into their jobs from those who are unhappy about what is written about them. They are in a position to protect themselves in various ways.

Not so with the ordinary person who can give information which the public ought to have. Such would be witnesses' worry, and with understandable cause, that they might lose their jobs or suffer otherwise economically. They worry about physical damage to themselves, members of their families or to their property. The effect of the shield law, if one comes

into being, is to protect that person from retribution.

Who benefits from a shield law? The public as a whole. If this is not the case, we might as well forget the whole thing.

Drug distribution, organized crime, government waste are all very big public issues. Much is at stake, especially to those who benefit from these social ills. The public needs to know what is going on if it is to react to protect itself. Anyone who threatens to upset a very profitable situation is tangling with some entrenched people who don't want a change.

There are those who argue that such protection permits media people to be reckless; that reporters would become unaccountable for things printed. These people forget that there are laws of libel; that media must maintain a record of accuracy if it is to survive. They poo poo the thought that the media people try hard to maintain ethical standards of their own.

There are other points of opposition. The definition of a reporter might be a problem. Most of these seem minor when compared with the great benefit which accrues to a public which has the best possible sources of information about its own community and government.

Michigan has a shield for reporters, but it appears only in the laws setting forth operations of Grand Juries. There are legislators who believe this concept should be strengthened and broadened.

In 1971 Sen. Jerome T. Hart (D - Saginaw) and Sen. Robert Richardson (R -

Saginaw) pushed a basic shield bill after its introduction in the Senate. There was little active support from media people who felt (at that time) they had such protection. Media people are sensitive about asking legislators for support of bills. They are worried they will be accused of pressuring legislators; that they might create a situation which would require a favor in return. Sens. Hart and Richardson are pushing a new bill in this legislative session.

Rep. Jackie Vaughn III (D - Detroit), who became increasingly interested in shield legislation, introduced four bills this year. They result from a detailed study of places in the law which can be amended so that the shield concept will be clear and complete. His bills had 18 co-sponsors, and he expects to push hard to see them become law.

Gov. William G. Milliken has made strong statements in favor of shield protections for witnesses who require confidential protection. He and members of his administrative staff are working to consolidate efforts of the interested legislators so that suitable laws will result this year.

What is needed to finish the job is a clearer understanding of the issue by the public and expressions of support to their own legislators. Entrenched interests which fear anything which permits news to be disseminated are active in their opposition.

In the final analysis, the people will get the kind of government they deserve.



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