Union considering stronger salary protest

Next step could affect classes

Further job action is being considered by Faculty Association members in a referendum being conducted by their Executive Board. The decision to consider stronger measures came after the university accepted its last salary offer at a Sept. 18 negotiating session for a new contract between the faculty and the University. Possible actions on which Association members will vote differ depending on whether they belong to the University Faculty Association, the Student Faculty Association, or the University Club Faculty Association. Calling Association meetings in place of classes and giving administrators only a five minute notification are options being considered. Teachers call in sick on random days.

THE UNIVERSITY so far has offered the teachers a 6 per cent salary increase. Members of the Association, the teachers' union, say the measure is too nice, and that the cost of living in Chicago, is 10 per cent. Originally the university's last offer included a 13 per cent increase, which it later lowered to 13 per cent.

In hopes of getting a higher increase, union members recently at Lab Schools started a large informational picketing, refused to attend faculty meetings or scheduled Open Houses, and refused to sponsor student organizations or chap­erone school events. The Association also plans to send a letter to parents explaining its position.

CONCERNING the most recent nego­tiating session, Student Studies Depart­ment chairman Earl Bell, union pres­ident, said, "They're saying they don't need us. It's the way it should be serious enough to offer the teachers any more."

"You can't sit down and reason with these people," he continued. "They have to take some sort of action. They're trying to make us absorb a 9 to 10 per cent loss on the cost of living." About the effect the union action has had on the school, Mr. Bell said, "There's a great deal of energy and en­thusiasm in using blame. Is it the teachers' fault because they're taking action? How provocative and inflama­tory is a 5 per cent increase when we're facing a 17 per cent increase on the cost of living? There are only two choices, capitulation or confrontation. And that's the position they've put us in." University Provost D. Gale Johnson did not respond to repeated Midway requests for an interview to get outside the Lab Schools and the University the University's position on the negotia­tions and the teachers' actions.

Lab Schools director R. Bruce McPherson commented concerning the teachers' action. "I don't believe in ne­gotiating away from the negotiation table or the informal contact between the negotiators.

Concerning the strain placed on the school's activities program by the union action, Principal Carl Johnson said, "It will certainly be a more limited pro­gram than usual but we're going to make the effort to do the best we can." Without FACULTY ADVISERS

Why director decided to go

Position didn't get support, he feels

Lack of respect and support from the faculty for the principal and a desire to move into new areas in educa­tion were among the reasons Lab Schools director R. Bruce McPherson cited for deciding to resign at the end of this year.

Mr. McPherson, now in his fourth year as director, told faculty members of his decision at a meeting during Planning Week.

"I don't feel the position of director has the kind of respect and support a director needs to have from the fac­ulty to get the job done," Mr. McPherson told the Midway. "It's too much of a responsibility for somebody to sit back and think about it. I just think it's time for somebody else to step in and see what they can do."

Another reason for his decision, Mr. McPherson said, was a desire to pursue other areas in the field of educa­tion. He hopes to return to the direct administration of a school.

Mr. McPherson said he is generally pleased with what he has accom­plished while he has been director.

"I think we have done a great deal of work on curriculum in every school," he said. Among other accomplish­ments he cited were physical improvements to Sunny Gym and the Kenwood Mall.

The next director will have to work on bettering relations between the

Students react

Endorse raise, question action

Teachers here deserve a salary in­crease, all of 60 U-Highers interviewed last week by the Midway felt. But about half of them also felt the Faculty Associ­ation is taking the wrong kind of action to secure higher pay because it is direct­ing too much of its action against the students.

Only about half the students inter­viewed knew of the action the teachers were taking, besides picketing, until the reports told the students.

"SINCE THE COST of living is way above their salaries, the teachers have every right to demand a salary in­crease," said senior Bobby Cowan. "It would be nice if we were left out of it, though."

Senior Robert Light felt similarly, saying, "The pun­ishment the teachers are taking now will hurt the students, not the University. Not sponsoring our ac­tivities doesn't make their positions any better."

Other U-Highers agreed with the ac­tion the teachers are taking.

"I THINK THE University could af­ford a pay increase," said sophomore Bobby McDermut. "They're just being stiffed, as far as I can see. If getting enough to live on means no parties or clubs for awhile, I think the teachers should continue the action they're tak­ing."

"The teachers here have a right to an increase in pay, considering the cost of living," junior Adam Helman said.

"They aren't striking, which means they have us in mind, so I think they're going about it in the best way pos­sible."

Presidents of the Student Legislative Coordinating Council (SLCC) and Cultural Union (C.U.) said that while the action would hurt their groups, the teachers have no alternative.

"YOU'VE GOT to respect their de­mand for more pay," SLCC president Alphyn Cooker said. "They've got to live, too. Though their plans hinder the pro­gress of the organizations, I feel it's worth it. The faculty's got to take some kind of action to get a better salary, and this is probably the best one."

"Though it hampers our plans for ac­tivities," C.U. president Tracey Daven­port said, "the teachers have got to be paid enough or we might lose the good faculty we've got."

While other students said that the loss of some activities and clubs was an ac­ceptable price to pay for the teachers' well-being, they felt apprehensive that tuition increase might go along with higher pay.

"I THINK THE way they're going about getting the increase is effective," said sophomore Claudia Whittaker, "but the tuition increase that might accom­pany the pay raise I'm definitely not for."

"Maybe the best way to go about the settlement is to compromise," said sophomore Carolee Skinner. "Give the teachers enough to live on but try to minimize the tuition increase.

Some students suggested alternative ways to settle the dispute.

"I BELIEVE the teachers are being too nice," Tracey explained, "and maybe that's why their demands aren't being met.

"It's really not fair to include us in the dispute," senior Dan Zelezny said. "While the boycotting of meetings and picketing is good, perhaps they should try a walkout for a day, anything that wouldn't hurt the students."

FACULTY ASSOCIATION members picket outside the Lab Schools and the University Administration Building. Clubs or organizations cannot, under the student government constitution, re­ceive funds for activities. Mr. Jones, however, is serving as Cultural Union's adviser for budgeting purposes for an all-school party 7:30-11 p.m. this Fri­day. He added he will do the same for other clubs. Student Activities director Matt Gerow said he would serve as ad­viser for the Student Legislative Coor­dinating Council and also work with clubs as much as he could as long as the dispute continues.

The dispute could go on much longer, Mr. Bell feels.
Parents react

Few questioned knew much of issue

Most of the 20 U-High parents interviewed by the Midway last week had heard little of the salary dispute between the Faculty Association and the University. Most of those who had heard about it had no idea what the union's picketing outside the Lab Schools meant.

Almost all of the parents interviewed, however, felt the Association's salary increase demand was justified.

"AS A TEACHER and a union member, I'm for the teachers," said Ms. Joyce Lofton, mother of sophomore Connie. "They work hard and deserve more in an increasing world." 

"Anything less would be a cut in salary," said Mr. Donald Wasser, father of Francois, one of the union's salary proposal. "Even with an increase, they would barely be breaking even." 

And as long as people don't know what's going on, it will be a merit increase, only the good teachers get it," explained Ms. Agnes Zellner, mother of senior Dan and sophomore Michael. "I think it should be a merit increase, only the good teachers get it." 

"I'M FOR A raise, but not across the board," explained Mr. Asges Zellner.

The teachers believe they are taking the right steps to insure a raise while keeping the welfare of the students in mind. 

"I THINK THE action we're taking is justified in the view of the blatant manner in which we were turned down," said music teacher Ralph Alternathy. 

"To continue to accept employment on the terms currently offered by the University, we would accept less and less salary," said English teacher Rex Martin. "The world requires more and more of the teachers, and they're not being paid for it." 

"We really can't do anything that wouldn't hurt the students and at the same time make the teachers' salaries at the Lab Schools competitive with salaries of other teachers in the Independent School League Association and the University. Most of those who had heard about it had no idea what the union's picketing outside the Lab Schools meant."

Parents' reaction to the action teachers are taking to secure a pay increase was mixed.