

# THE SIGNAL

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TRENTON STATE COLLEGE

THURSDAY NOVEMBER 21, 1974

## Questions State & Union

# SGA TO SEEK ORDER

By Cheryl Arden & J. Stryker Meyer

The Student Government Association [SGA] passed a resolution yesterday that will allow the SGA attorney, Harvey Stern, to file for a temporary restraining order against the striking faculty and to send a petition to the legislature to let them know about their dissatisfaction with the state's refusal to negotiate.

The resolution was passed 12-2-5.

On Tuesday the SGA held an emergency meeting where they voted to remain neutral regarding the strike. They felt the SGA should be concerned with bringing the strike to its earliest end, without supporting either sides.

At Wednesday's meeting they decided to get the temporary restraining order immediately. Trenton State's SGA is the first SGA of the eight state colleges to take such an action.

Sam Lawrence, a student at the meeting suggested that the SGA get in contact with the other seven SGA's and try to have them file a joint

suit together. Lou Morlando, SGA President will be looking into this matter.

Morlando was supposed to contact Stern last night. The SGA is having another special meeting today based on what he had to tell Morlando. The meeting will be held in the SGA office at 3:00.

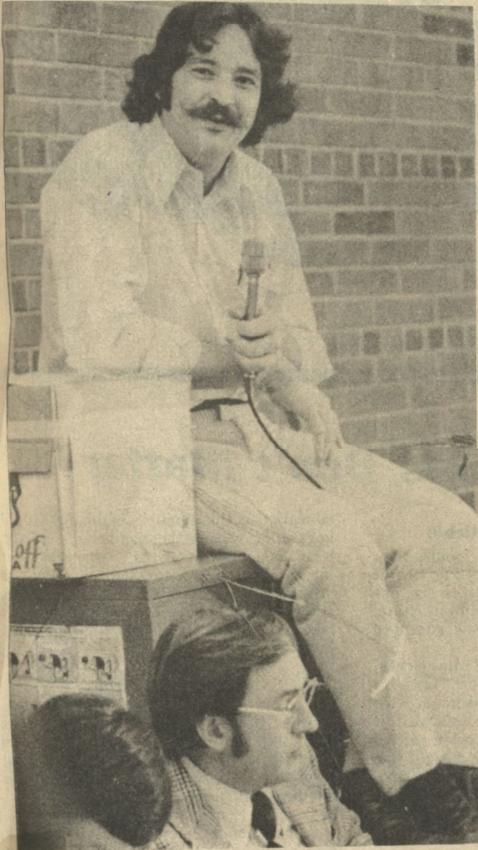
### Emergency Meetings

The SGA plans to meet everyday until the strike is over at Morlando's discretion. This is the first time in the SGA's history, that emergency meetings had to be called.

Senator Monica Sikorski, motioned, "Every meeting called now until the strike is over, is mandatory for every Senator or his/her alternate."

Another motion was raised by Mike Ferguson, "Every Senator should have feedback on how their departments feel on the strike issue, by tomorrow, [Thursday]."

The Senate passed both motions.



SGA President Lou Morlando at Tuesday's emergency SGA meeting where administration and AFT spoke about the strike.

## State-AFT Meeting Results In No Progress

By Tom Petaccia

A meeting between the Council of New Jersey State College Locals (CNJSCL) and the State of New Jersey has resulted in no progress according to both parties.

The meeting, mediated by the Public Employees Relations Commission (PERC), was aimed to try to reach an agreement to settle the strike which has been going on since November 18.

Acting head of PERC, Jeff

Tener, said the meeting ended with "no progress."

"Both parties," said Tener, "have stood firm by their positions. I can't predict an end to this, however, I will make efforts to resolve this situation. I hope to have more meetings, they might be helpful."

Tener met with the representatives from both parties jointly and separately.

The Union claims that Mason called an end to the

joint meeting.

No dates for future meetings have been set.

Robert Bates, Chief Negotiator for the CNJCL, said of the meeting, "It was a totally unproductive meeting. We did discuss all the facts and it became quite clear that management has no intention to present any proposals and have no intention to engage in collective bargaining."

State Negotiator, Frank Mason, agreed with Bates in that, "It was not a productive meeting." However, Mason said that the reason for no progress at the meeting was that, "The union is saying, 'I want mine now,' with no care of the fiscal situation of the State."

Mason further stated that he was offering a settlement of a promise of some specific meaningful negotiations in the future.

He further said that if the income tax proposal proposed was approved, it would bring in another \$900 million to the State and then they could negotiate salary. However at this point they can't negotiate salary because they don't know the fiscal situation.

Since the meeting ended with no progress, the strike should continue for at least another week. This is due to the fact that the State has said that there will be no negotiations during the strike and that the CNJCL will not stop their job action until they have an agreement, according to informed sources.

### Telegram For Byrne

Bates has stated that he intends to send a telegram to Governor Brendon Byrne to shut down all colleges because of violent incidents, particularly at Trenton and Ramapo State Colleges.

When informed of this, Mason said that, "We have no intention of shutting the colleges down."

Mason further contends that the strike is "very premature and illegal." He further adds that "the meeting ended on a sour note and that we encourage our employees to come to work and for the students to attend classes."

As far as an injunction against the CNJSCL is in the making, Mason said, "We have that idea under consideration."

## AFT Wants -Negotiable Items

The Signal requested from the American Federation of Teachers, a complete list of all demands that they are presently considering for negotiations with the State. Below is a list of demands sent to members of the AFT from the Council of New Jersey State College Locals on October 9, 1974.

The list below is only a partial list. According to Joe Durkin, national representative of the AFT, the complete list of demands can not be published because they are on the bargaining table.

"That list [Oct. 9] is pretty much complete, it contains all the basic demands," said Durkin.

**COST OF LIVING INCREASE** equal to the percent increase for the period July 1, 1973 - June 30, 1975.

**RANGE CHANGES UPWARD** for Instructors, Assistant Professors and others whose salaries are below the standards published by the U.S. Bureau of Labor Statistics.

**INCREMENTS FOR ALL.** Including those on Step 8.

**AUTOMATIC COST OF LIVING ESCALATOR** adjusted every six months.

**SICK LEAVE FOR SUMMER** session employment, 1/2 day per credit cumulative.

**SICK LEAVE BANK** in case sick leave is exhausted.

**HOLIDAYS FOR NON - FACULTY** to include the period Dec. 24th thru Jan. 1st.

**THERE SHALL BE NO LOSS OF FACULTY LINES AND PROFESSIONAL POSITIONS** due to declining enrollments or financial exigency or other reasons.

**NON - FACULTY EMPLOYEES** to be given five year contracts, the maximum term permitted by law.

**IMPROVED MEDICAL BENEFITS** BC/BS and Major Medical to cover the prevailing fee, regardless of income.

**DENTAL PLAN** for employees and their dependents.

**INCREASED OUT - PATIENT INSURANCE COVERAGE** for mental care.

**OPTICAL PLAN** for employees and their dependents.

**IMPROVED RETIREMENT BENEFITS**

**OPTION OF RETIREMENT PLANS, TPAF or TIAA**

**IMPROVED LEAVE OF ABSENCE PROGRAM** providing paid parental leave, and full service credit and maintenance of benefits while on unpaid leaves.

**SABBATICAL LEAVES** increased in number, half year leaves at full salary, full year leaves at 3/4 salary.

**TUITION REIMBURSEMENT** at state college graduate tuition or 50% of cost, whichever is greater, increased to twelve credits per year.

## NCAA Soccer

The Trenton State College Soccer Team advanced to the Division III Regional NCAA Finals by defeating Newark College of Engineering last Saturday by a score of 2-1 in one overtime period.

TSC, (9-2-4) this season, will play host to State University of New York - Brockport this Saturday at 12 noon at Moody Field, Brockport (9-2-2), the fourth seeded team in the Division III Region, defeated top-seeded State University of New York-Binghamton by a score of 3-2 in four overtime periods. The winner of the game will travel to Wheaton, Illinois for the Division III National Semi-Finals over the Thanksgiving holidays.

EDITORIAL

# Malloy's Last Strike

TSC - AFT President Phil Malloy's days as president are numbered.

His actions on the picket line are angering wavering faculty.

On Tuesday he had the blind stupidity to try and tell students that he wasn't harassing students as they came through the lines.

There is plenty of talk on the picket lines about his ineptness in this strike effort.

The general consensus is, "We can't replace him now, but we won't re-elect him."

We firmly believe that if he had exhibited better leadership and had

more clearly presented the AFT case to students, we'd dare say that students would have been supporting the strike effort, rather than sitting back dazed and confused by Malloy's public distortions and half-truths.

Malloy is in trouble. Its too bad. We think he means well. But he's lied so much that he can't tell the difference between truth and falsehoods.

Another indication of his weakness as a leader is the fact that the national AFT now has two delegates here to help him. He needs it.

## Finally

There have been few times, that we can think of, where the saying "better late than never" has ever been more apropos then now, in regards to the SGA's resolution to seek a temporary restraining order against the striking faculty and to send a petition to the legislature deploring the disruption of the educational process.

Yesterday the SGA came of age. Sure after the decision there were those who were uncertain, but the fact remains, the SGA moved.

They moved in a direction that allows them to keep their neutral position, in regards to the strike, yet they let both sides of the picket line know that the SGA wants classes to be resumed. All this was done, while the SGA promised to investigate any other actions that they can take to help get students back in class.

Being the first SGA in the state to take such a significant step, we hope other SGA's will follow TSC's example and put pressure on both sides.

By maintaining this neutral position the SGA lets one and all know that they're at least working for students and students only.

We'd also like to make note of

another pleasant surprise which was witnessed in the SGA meeting, a closer working between SGA President Morlando and the Senate.

For the first time it appeared as though Morlando had some patience and respect for the Senate, while the Senate appeared to acknowledge the fact that Morlando must take some actions upon himself. We also thought the Senate recognized that Morlando is, as president, privy to more information than Senators and as such, might have more insight into some immediate problems.

The crisis presently confronting students demands all the unity and strength the SGA can muster to fight for student rights. Therefore its imperative that this improved relationship get stronger.

As we see it, students have no real allies who are willing to go to bat for them. The only way to achieve any positive results must be done within the system. Lawyers and lobbying are the best means for getting any results within that system.

The SGA has the lawyer. That's the first step of many hard ones. We don't know what's going to happen, but at least the SGA is trying.

That's more help for students than they had last Monday.

## Picket Problems

The AFT picket line is a source of hard feelings and frustrations, by both pickets and 'scabs.' The pickets want their constitutional right to demonstrate protected while 'scabs' want their right to go to class protected.

Quite frankly we think its a miracle that there haven't been more incidents where pickets have been hit. The tactics of the pickets are insulting to anyone driving on campus. Then when you add a character like Ray Willis who actively stretches the law to the limit by slapping cars and handing out verbal abuse, we have to say these actions are childish and look like the work of desperate people, rather than so called professionals.

When thousands of cars pass through both school entrances the law of averages says sooner or later someone is going to get hit. And

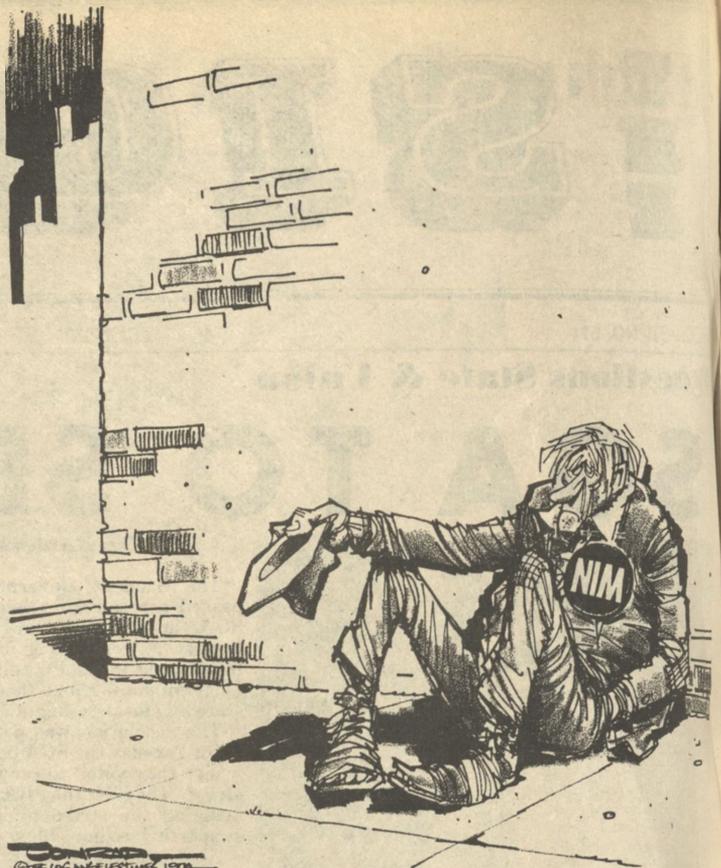
when you have the prolific ability of grossly exaggerating the truth, as certain AFT pickets do, the situation renders itself to be a natural bed for cheap publicity for the pickets.

When a real union goes on strike it makes the most of any cheap publicity it can get from the picket line.

The AFT has tried to make the most of this situation also, starting last Monday when Malloy tried to tell people that Brower almost ran over two pickets. Others who were there didn't see that.

Of course we don't want people to think that we think the drivers are always right. On the contrary. We think both sides, drivers and pickets, have more than a fair share of wrongs and frustrations.

We hope both sides grow up and wise up, before someone really gets hurt.



OPINION

## Students Don't Matter

By Mark L. Richie

Strikes, like war, try men's souls, their ideals, ideologies, beliefs, and their consciences. But strikes, such as the one now being experienced by Trenton State, tear into the intellectual fiber of educated people.

This strike, unlike a strike of sales clerks, dockworkers, or construction workers involves factors other than slowing service or inconvenience to shoppers. In this case, it involves the futures of over 1,500 graduating students who face a tight job market as it is, and who do not need to have their futures impaired even more by the possible suspension of academic activities, not to mention the other 11 thousand students here.

If a department store is struck by the retail sales clerk union, the would-be shopper is inconvenienced by honoring the strike line and can generally go elsewhere to do his shopping. In this case, the customer, if we are to continue the analogy, the student, can not go elsewhere to attend classes, in point of fact, his contract with TSC for X number of class periods and X number of courses has been broken, but somehow this point is never considered either by the AFT, the Administration of the State Board of Higher Education. But then, students don't really matter.

Somehow the strike underlines the idea that the state college system is run like a business venture. The administration is management, the faculty are employees the faculty are employees and the students are customers. The Board of Higher Education sits as the board of directors.

This business venture attitude is part of the cause which has precipitated the current strike. Maximum production for the smallest amount of capital outlay and the fewest number of employees. The college has lowered admission standards twice in the last three years in an effort to bring in more students with no significant increase in faculty to counterbalance the increase.

Presently, rooms in the Education Building are either oversized or equipped with folding doors to accommodate more students. The college is already geared to larger classes and even if class size was an issue here, no strike would stop the inevitability of using those classrooms as educational sardine cans.

### Mass-Produced Education

Mass-produced education, by its very nature, leads to a decline in the quality of

education as the numbers of units produced goes up. And as the number of students who each professor is responsible for increases, it decreases the ability of the professor to accurately judge the progress of the student, let alone allow the student to take full advantage of the abilities of the professor as a teacher.

### Common Problems

Along the same lines of the "production mentality," the next obvious step toward obtaining a maximum output for the least amount of money is to hire slave labor. This not being available to the State, the next best thing is used, underpaid labor.

Gripes about common problems, the cost of living and inflation aside, the pay rate of college professors in general, not just at Trenton State, is poor in light of the amount of training needed, the nature of the work and the amount of outside preparation needed to properly function as a college professor. (This is to assume that formal training is indeed needed to be a college professor. Arthur Schlesinger Jr., a professor of history at Harvard could never teach at TSC because he only has a B.A.)

No doubt the argument could be made that if any of the professors here at TSC were any good, they wouldn't be teaching here for such low pay, but would be at Columbia or Yale. But since there are just so many teaching jobs to go around, that premise should be viewed on a case-by-case basis. But if the salary scale for teaching faculty is poor, the scale for non-teaching faculty can only be termed an injustice. There are a number of non-teaching faculty members who were shifted from their teaching positions and given a 12-month contract, as opposed to a ten-month for teaching faculty. These faculty members were given an additional two months pay based on their salaries prior to re-assignment.

At first, this sounds like a pretty good deal, except that the duties of these people often call for them to be in their offices eight hours a day, five days per week, sometimes on Saturday, in both Winter and Summer.

In actuality, they are getting no more pay than if they were teaching and they are required to be on duty 40 hours per week, versus the 12 hours a week for teaching faculty.

Granted, teaching faculty are supposed to have an office hour for every four class

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"To sin by silence, when they should protest, makes cowards of men" - Abe Lincoln

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# Picket Duty - Wednesday November 20

By Mark Magyar

November 20, 1974

Picketing by the AFT members and their supporters was very peaceable and orderly at the main entrance today, but many students seemed to have taken Signal reporter Kathi Scull's advice to "lock your door, close your eyes, step on the accelerator and pray." At least twenty student-driven vehicles barreled through the picket lines at excessive speed, culminating in a hit-and-run injury to Professor Richard Hewitt, of the Geology Department.

Professor Hewitt was moving slowly out of the way of the partially-slowed student vehicle, when the student stepped on his gas pedal and roared past; the right fender of the student's car struck Hewitt on his right knee. Officer DeLoach flagged down the car and warned him to slow down or the next time he would receive a summons; DeLoach was not aware of Hewitt's injury, though, until the car had started to pull away. He then blew his whistle, but the driver did not stop.

Hewitt was struck at 11:46 a.m., fifteen yards inside the mouth of the main entrance at Pennington Way and Carlton Avenue. Although eyewitnesses reported the license plate of the car (348 AMX) to security, the student's identity had not been determined as of 8:30 last night.

Hewitt plans to let his family doctor examine him for possible ligament or tendon damage in his right knee, but has not decided yet whether or not to press charges.

The most remarkable fact of this rainy and overcast day was that Professor Hewitt was the only striker hit by a car. Several of the reckless drivers will have an unpleasant surprise arriving in their mailboxes next week, however. Nate Lomax, head of security, asserted, "We're taking down the license numbers of these cars, and we will issue summonses for excessive speed as soon as we get identification of the owners from the Motor Vehicles." The summonses will probably carry a five-dollar fine, Lomax indicated.

The striking faculty are generally pleased with the efforts of the security officers. "When we first came out here, there was some tension between the faculty and the security guards," Professor Joseph Carroll noted. "But we've gotten to know one another over the last three days, and these men are doing an excellent job. We discover that while some of these high-priced administrators are sitting comfortably in Green Hall, however, that there just aren't enough security guards to protect the safety of strikers, non-strikers and students. Why doesn't Doctor Brower get out on the line for awhile?"

AFT feeling ran strongly against the coverage of the strike by The Signal to date. Professor Arthur Steinman of the Psychology Department charged The Signal with running staffer opinions on the news pages, and with exhibiting a total lack of objectivity. He asked, "What would be the striker's equivalent of Kathi Scull's closing admonition to 'Lock your doors, close your eyes, step on the accelerator, and

pray'."

From 9:00 a.m. on, faculty strength on the main entrance picket line was always between eleven and fourteen; the shifts were very well-organized, changing three or four professors every hour. Student representation, however, was minimal; no more than 14 different students appeared on the picket line all day, as compared to close to a hundred on Monday. That this was due to the rain is undoubtedly true; one faculty member referred to the absentee students as "sunshine patriots."

David Karasik, one of the most vocal student supporters of the strike, was also disturbed by the lack of student support. "This strike is for just what this sign says: 'Better Education For Students.' The classes are getting too large, and the course offerings are getting smaller every semester. That's what these people are fighting for; not just \$2000 more a year."

The same internal conflict experienced by those faculty members who crossed the picket lines appears among the striking faculty. One professor, who asked not to be identified, related that he taught classes on Monday, but he has manned the picket line for the last two days. "I know that the students will be hurt most by the strike," he said, "and that's why I taught Monday. But you must weigh everything. I believe that if the union fails this time, the State will dictate to Higher Education from now on. That is why I joined the picket line."

Professors Dan Phillips (Psychology) and David McGrail (English) were at the main entrance by 5:40 to

open the third day of picketing.

The first major incident of the day occurred at 8:08, when Bill Thomas of the Revolutionary Student Brigade stalled traffic for over a minute-and-a-half by stopping his Volkswagen in the middle of the entrance thoroughfare. Security Officer Livingston asked him to move, and when he was slow starting his car, opened the door and pulled Thomas out. While two other security officers pushed the Volkswagen out of the way, Livingston dragged Thomas forty yards down the road and detained him until the Ewing police arrived. Livingston signed a complaint charging Thomas with obstructing traffic; Thomas

contends he was merely talking to friends on the picket line. In addition, the Ewing police issued a summons charging Thomas with not carrying a valid insurance card. Thomas' court appearances are set for December 4 and 9, respectively.

At 11:20, the bottleneck in traffic created by the strikers was responsible for a three-car collision at the Pennington Road and Carlton Avenue intersection. An orange MG Midget driven by Debbie France, a student at TSC, was hit from behind by a red Volkswagen driven by Bob Woodbury, as the MG attempted to turn into the college. A brown Oldsmobile Cutlass then completed the chain reaction

by hitting Woodbury's Volkswagen. Damage to the three cars was minimal. Woodbury stated that the accident "was directly caused by the strike. I don't blame the girl driving the MG. She couldn't pull in because of the obstruction to traffic."

No truckers were observed to honor the picket line all day. Most of the truckers were non-union, but few Teamsters were among the strike-breakers. The driver for Pepsi Cola explained, "Look, I'm a Teamster, but this morning my sales manager called me and said, 'Serve this f---ing account or else.' I don't want to break any strike lines of any kind, but in this case I have no choice in the matter."



A Ewing Township Police car responding to a call, from whom, no one knows, last Tues.

# The Front Gate -- Tuesday, November 19

By Barry Coleman

5:00 a.m.

Two picketers at front gate, none at rear.

6:00

Ewing police car with one officer at both gates to explain to the two picketers at both gates, "the ground rules and the legal procedures of picketing."

6:40

A non-union trucker is stopped at rear gate by the two picketers.

7:15

A non-union oil truck passed the line.

7:20

The picketers were now joined by a student supporter who was also picketing with them on Monday.

7:40

Malloy entered the front gate with six more picketers and stacks of fliers which the picketers would hand out. Very few motorists stopped to accept the fliers.

7:45 a.m.

Dr. Brower enters main gate, driving slowly while waving and smiling at the picketers.

7:50 a.m.

Four security officers were now present at the front gate.

8:00 a.m.

A total of eight picketers were at the front gate. They begin to slow down some cars. Two members of the Revolutionary Student Brigade (RSB) in one VW and stage a short car-stalling scene. Security shouts, "Get moving, keep it moving." The car is driven away after approximately thirty seconds. The two RSB members return this time walking, and join the picket line.

9:00 a.m.

19 people were picketing both entrance and exit of the front gate. Traffic was backed up on Pennington Rd. northbound up to 1/4 mile and for nearly 300 yards to the south on Carlton Ave.

9:15

Traffic was blocked in all directions; horns were blowing and engines rising. Approximately 20 picketers and supporters were at the front gate. Ten minutes later, two Ewing Police cars entered the front gate. "We're going to need some assistance to get these cars through", a Ewing Police

By Mark Magyar

"I'm on campus because students are the reason for my job," declared Professor Eleanor Warner of the Elementary Education Department, "and as long as there are students on campus, I feel that I should be there too."

Professor Warner's response was a typical one, as 73 percent of the thirty faculty members surveyed had indicated that their obligation to their students was of overriding importance. The thirty professors were randomly selected from among those who were

man said through his radio to Ewing Headquarters.

10:15

16 picketers and all traffic was cleared.

10:30

Revolutionary Student Brigade came marching across campus with sixteen people

and joined the picket line for approximately 5 minutes.

10:50

A State Police Community Director came to campus and spoke with Nate Lomax.

For most of the morning Mr. Lamond Smith, Assistant Administrative V.P. of TSC was present at the gate to observe what went on as far as traffic was

concerned.

11:30

New Jersey Bell Telephone came through the lines. Ray Willis, after previously smashing a windshield at the back gate drove through the front gate. He was cheered by the picketers and the members of the RSB.

# Faculty Strike Opinions

in their offices on Tuesday afternoon, and included members of fourteen different departments.

Along with their responsibility to the students, the following issues were also crucial in the decision of faculty to cross the AFT picket lines:

\*This is "the wrong strike at the wrong time" - 45%

\*The strike is illegal, and the AFT has broken its contract by striking - 36%

\*The State is "broke" and "you can't draw blood out of a stone" - 23%

\*Striking is "unprofessional" conduct - 13%

Professor Nick Chiarkas of the Criminal Justice Department asserted that the welfare of students outweighs AFT demands: "I'm on campus because I'm a teacher. I agree with them (the AFT) and I would not be opposed to carrying a picket sign, but I would not block faculty or students from coming in, and I would picket on my own time, after I teach classes."

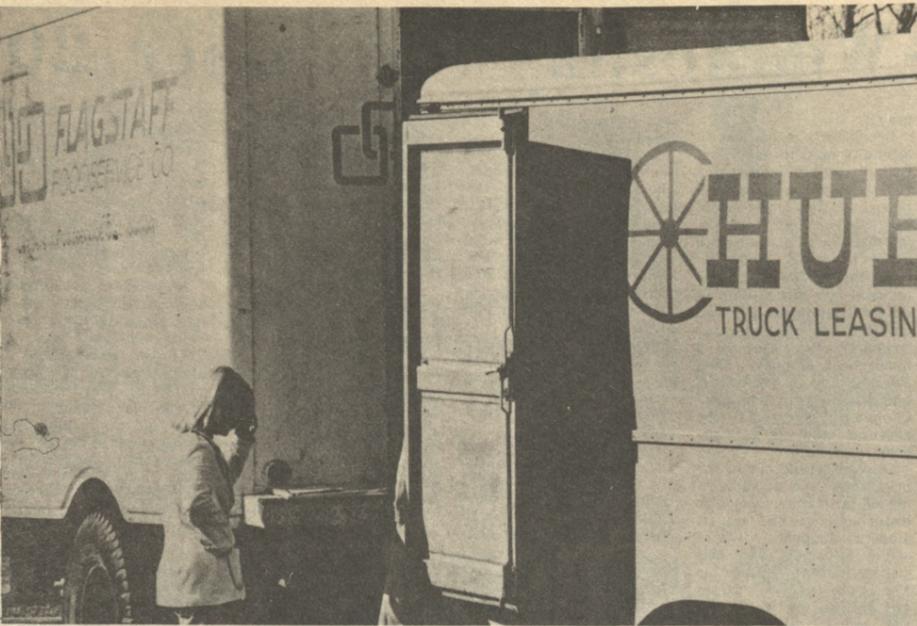
The word "premature" was used by members of five different departments in describing the strike. Dr. Norman Heap of the Department of Speech Communication and Theatre noted

that "I don't see a good enough reason to strike now."

There's ample time between now and February 1st to try to reach an agreement." Several other professors also pointed to the February 1st deadline, while many emphasized that this was a poor time to strike because of pre-registration and the nearness to the end of the semester.

"My major reason for now supporting the strike," said Dr. Linda Lengyel of Criminal Justice, "is that the union violated its contract in regard to the no-strike clause."

Continued on pg. 6



In the above picture you see a Flagstaff Food Service truck parked

Photo by McLoughlin

back to back with a truck rented by Saga, to bring in daily food supplies.



Photo by McLoughlin

Food deliveries are being made to Saga Food Service but the actual exchange of goods occurs off campus, in some cases.



Photo by McLoughlin

Students and teachers who joined the picket lines received varied greetings from different people. From right to left, Phil Malloy, telling students classes are cancelled, Nate Lomax, Director of Security, telling students to keep on moving, as a member of the Revolutionary Student Brigade urges students to join the lines.

# WHY TSC IS OPEN

By Marty Tarabar

Day to day living at Trenton State College has not been affected by the strike because food, oil and supplies have been coming onto the campus despite picketing by the American Federation of Teachers (AFT).

On Monday, Phil Malloy, President of the TSC/AFT, said that he would, "close down the school on Tuesday or else the strike would be broken."

Providing food services for students on campus would be one of the determining factors as to whether the school could remain open or not.

To date, Saga food service has been able to provide meals on a regular basis with no noticeable difference in service. Saga has arranged with its food suppliers,

most of whom are unionized drivers, to deliver their food supplies to the parking lot behind the Ewing Police Department. There the food is unloaded from the company trucks and loaded into a truck rented by Saga.

The food is then driven through the picket lines by Saga personnel and delivered throughout the campus. This allows Saga to receive food and the truck drivers to honor the picket lines.

According to Larry Jones, Director of Food Service, no arrangement was made by Saga to use the Ewing Police Department's parking lot, but they have received no complaints so far.

Jones said, "We normally as a practice, order food a week in advance, so if we did not receive any food at all, we would be able to operate for a week before it would affect us."

Saga has already planned their annual Thanksgiving

dinner. Written invitations have already been sent to various top administrators.

On Monday, a fuel truck driver delivered fuel to the maintenance buildings and said that he was not informed that a strike was in progress. The truck driver, a member of the Teamsters' Union, delivered fuel on Tuesday and Wednesday and said he will continue to deliver fuel.

If the tanks are at maximum capacity the College will be able to hold out for 4 days. The fuel is supplied by the Hess Oil Co.

The DeLorenzo Waste Removal Company has come on campus since the strike began and, according to reliable sources, will continue to come on campus for the duration of the strike.

In the Wednesday, November 20 issue of The New York Times, Robert Bates, National Representative of the AFT, is quoted as

saying, "All teaching and learning activities have been effectively stopped at the eight (state) colleges."

The strike hasn't been effective at TSC, in keeping students off campus. The class attendance figures for Tuesday show that about 66% of the classes were in session, according to the administrative strike information center.

A spokesman for the Department of Higher Education responded to Bates' quote by saying that there was only "minimal disruption in class schedules."

The strike has been effective in stopping the on campus service of the Mercer Metro Bus Company. The bus usually takes one circle on campus, stopping at Centennial and other campus locations. The drivers, being union members, do not enter the campus, but stop outside the main entrance during a strike.



Not even pickets have been able to stop the U.S. Mail from coming on campus.



Mail deliveries have been normal as well as deliveries from the United Parcel Service.



photo by Sofield

Members of the Revolutionary Student Brigade are seen here stepping aside to let a fuel truck pass. Fuel deliveries have been made every day since the strike started. The fuel truck was undamaged by pickets as it is seen going toward the maintenance building where the tanks are located.



photo by Sofield

## Opinion

# Ray "Mad Man" Willis On The Picket Lines

By Jerry Alan Epstein

Some people say that the Signal looks for sensationalism; be it the case, we didn't have to travel very far before we found Mr. Raymond A. Willis. Ray Willis is an Education Foundation instructor at T.S.C. He is also an AFT member.

If you have witnessed any of the picketing, then you may have realized that many of the strikers are about as noticeable as a tree in a forest. Mr. Willis is a completely different case.

By why?

He is leaving the grounds of T.S.C. after this semester to seek employment at the Department of Institutions and Agencies of the State of New Jersey. Then why so much spirit? Is it a joke to him, is he a little boy playing a game, or is he practicing in anticipation of future strikes?

Willis has been involved in other strikes before. He literally throws himself into his work. Mr. Willis has already been involved in a number of incidents during the current strike, which has bestowed upon him the nickname of "Mad Man" or M.M. as he is commonly called.

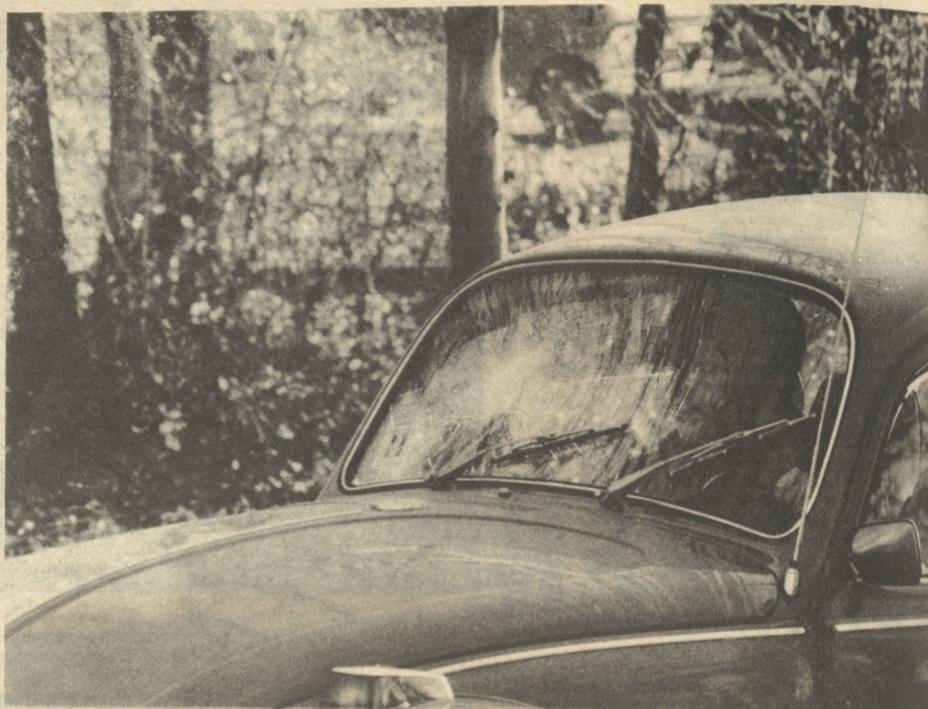
M.M. is the gentleman who was involved in the "car windshield affair."

On Tuesday at 9:12 A.M., Willis was putting on his usual routine—dancing, prancing, and jumping in front of oncoming automobiles that came on campus from the Green Lane entrance. This particular driver (William Betts) did not happen to enjoy the show. Willis ended up on the front hood of Betts' Volkswagon. The end result being a shattered front windshield. Betts immediately left his car to seek revenge on Mad Man, who was nonchalantly walking back to his comrades.

Fortunately for Willis, Betts and his passenger were cut off by campus security. Willis was taken to the Ewing Police Department, where charges were pressed against him. Signal reporter Marty Tarabar was there during the pressing of the charges. M.M. retaliated by pressing charges against Betts, according to Tarabar.

After the incident, I talked to Willis who stated that the smashing of the windshield was an accident caused while trying to regain his balance. This reporter (who was an eyewitness), believes that Willis deliberately hit Betts' windshield. I feel that M.M. did not intend to cause that much damage, but unfortunately for both parties concerned, it happened.

I have witnessed Mr. Willis striking many other cars all the way from the hood down to the trunk. He has constantly been in the limelight of the picketers—an influence all the way.



The Volkswagen above was involved in a collision with Raymond Willis, from the Educational Foundations Department.

Campus Security officers have frequently remarked to him about his type of picketing methods. More than once, security have told Mad Man to move and picket properly or he would have to be removed. He has occasionally been restrained by security officers and one security officer (in his report to headquarters) reported that everything on the line is O.K., except for one wise guy (referring to Willis).

If more strikers were like Mr. Willis, Trenton State might

rate higher in support. He is an outgoing, gutsy man with usually a brigade to follow.

On the current poll, Mad Man is rated number one in excitement with Marshmellow Mouth Malloy trailing far behind.

Well, Ray, be proud of yourself; you finally have a smash hit on your hands.

# Longshoremen Tactics Used

Con't from pg. 2

hours they have and are supposed to be in preparation for two hours for each hour they are in class. But given that most faculty members actually do prepare two hours for each hour in class (pardon me while I choke on my fried chicken), they are allowed to do that preparation at home, to put it off until later, go out to play a round of golf or consult with the publisher of their doctoral dissertation.

The non-teaching faculty member is allowed no such luxury; they have to be on campus, and they have to be accessible to the college community. So the inequality of the salary system is two-fold, and perhaps if the AFT recognized this, it could gain a bit more support, but these non-teaching faculty members are forgotten about in the AFT rhetoric. But no matter, this is not an issue of this strike.

Generally, during a strike, management tries to take up the slack left by striking workers. The management, the administration, if you will, have made no such move in this case, not that they should in one way or another.

However, their lack of a stand in regard to class attendance exhibits a lack of direction in their attitude toward the strike. The attendance issue has been left up to the individual professor. So students are stuck between honoring the picket line and having absences counted against them, missing tests and classwork, or crossing the picket line and risking personal harm, damage to their cars and incurring the wrath of their professors who might be on the strike line.

At least if the Administration took a stand, one way or the other, students would have a leg to stand on. But then, students don't matter anyway.

## Comes Down To Money

But despite the AFT propaganda concerning class sizes, electives, additional faculty members and the like, the contract under Article 33 allows the State and the AFT to negotiate only on the issues of salary and fringe benefits. So after we sweep away the garbage, the issue comes down to money.

The professors want more money and the

State doesn't have it. And the State won't have it, not December 1, not next year, not ever until massive reforms are put into effect in the way which this State collects funds.

Not new taxes, not gambling, not a personal income tax, but reform of the corporate tax structure.

New Jersey has corporate tax rates coming out of its ears. Nearly 100 of the top 200 corporations in the Nation have facilities in New Jersey. Yet New Jersey remains 48 in higher education, while California's higher education system is free to state residents.

Governor Byrne has made no move to place a restraining order on the professors and given the disastrous position of the State's treasury, the defeat of the personal income tax and gambling, odds are that the strike is being used by the Byrne Administration as an example of how badly the State needs money and will serve as part of a bargaining lever to gain new support for his revenue raising ideas.

To be sure, his ideas will not include reforming the corporate tax structure. More than likely, it will come in the form of increases tuition, a personal income tax, or both. Obviously, neither students or taxpayers (including faculty members) mean anything to government.

Speaking of government, the alleged Student Government Association has burst forth in the early hours of the strike with an incredible display of dynamic inaction. It was not until Wednesday night when the SGA finally took any meaningful collective action concerning the strike, when it voted to seek a temporary restraining order to be issued ordering the professors back to work. Whether it is issued or not is another matter. But aside from that action the SGA as a whole is in a state of limbo concerning the strike. Weather due to poor leadership, lack of interest or confusion over the AFT's position is not clear.

Even if the SGA did take a stand it wouldn't matter, because students don't matter.

Funny thing about students. The AFT is so hell bent on getting all the student support they can get they resort to empty rhetoric about class size, numbers of faculty

members and reduction in numbers of electives offered. The AFT asks for student support.

Three years ago when students were faced with a 100 percent increase in tuition and they asked for faculty support in the form of allowing students to miss class in order to march on the Education building in Trenton, it was denied by most. Some of the same professors who denied students that token support are now imploring students to support them.

The longshoremen tactics displayed by many of the strikers is doing more to alienate the students than to gain their support.

The only students who appear to support the strike are a radical element that would support any action against the administration and the State working on the assumption that the protesting organization (AFT or otherwise) is in the right. It escapes me how the AFT can feel the support of this group is a reflection to their credit. Between that group of students and

the tactics of some of the strikers it is a wonder that half the membership of the AFT doesn't leave the picket lines, and the union, in disgust.

Somebody once said, "everything is a learning experience." And in that light we might look at the strike. We can learn that some otherwise rational professors become animals when they get hold of a picket sign.

Others have the courage of their convictions to walk a picket line while others have courage enough to break the same line in the face of verbal abuse and possible damage to their cars.

We can also learn that some faculty are aware that if a union is going to work then its members should support it, or else why bother joining? On the other hand we can learn that students are still niggers and that students don't matter anyway.

But learning takes many forms, and God works in strange ways. Low and behold we have learned how to solve the parking problem.

# Teachers Talk About Strike

Con't from pg. 3

None of the faculty surveyed agreed with the assertion of AFT National Representative Joe Durkin that "the failure of the State to engage in meaningful collective-bargaining beginning October 1st releases us from any obligation to honor the no-strike clause." One faculty member, who asked not to be identified, stated that "We have broken our word, whether the State has or not. I signed a contract that I would not strike, and I will not break my word."

Seven faculty members felt that the strike had little chance of succeeding, simply because the State lacked the money to satisfy AFT

demands. One member of the Elementary Education Department argued that "The State has reached the bottom of the barrel. The income tax was defeated. Revenue seems to be declining, especially from the sales tax and the lottery. There just isn't any money."

Only four professors indicated that they thought striking was unprofessional, and that they probably would not strike under any circumstances.

All but one member of the Physical Education Department crossed the AFT picket line. Basketball Coach Tom McCorry observed "I don't feel that the team can afford to miss

practice with the season beginning in two weeks. It's not really the players' strike, but they would be the ones to suffer the most if the coaches stayed out."

Two of the younger professors indicated that the fact that they were unrepresented influenced their decisions, although it was not a major consideration.

One startling fact uncovered during the survey is that the AFT does not have 100% support for its strike, even among its own membership; two of the thirty professors interviewed indicated that they were members in good-standing of the AFT.

# Correction

To The Editor:

I would appreciate it very much if you would please correct a statement that appeared in The Signal of Wednesday, November 20, 1974. On page three, in the article entitled "Picketers Rally at Gates - Few Respect Lines", it states that at "8:20 Computer Room Staff begins monitoring". All classes in first two periods in session.

I am the only person from the computer staff that has been monitoring classes and I have only been responsible for covering half of the rooms in Bray Hall. My report of all classes in attendance only covered those rooms.

Thank you.  
Mr. Henry H. Matelson  
Director, Computer Services.



## Carroll Attacks Brower's Check Letter

To The Editor:

I would like to respond to the open letter I presume you ordered wrapped around my paycheck on Friday, November 15. I realize you have been traveling in Florida and may have some difficulty keeping up with the crises we have had since you have been away. It was the letter which addressed us as "Employees and Students" and threatened punitive action against those who acted in accord with their consciences in a matter which they regard as a moral issue.

I will not dwell on the misrepresentations and "strategies" seemingly utilized by you and, presumably, Dr. Goewey and the few others who make up what you apparently believe to be the "college." Many consider the letter to be an attempt to expand the fear of economic retaliation. I suppose all of us "employees" should attribute the letter and the others which preceded it to an over-enthusiasm you developed in your capacity as a member of the State's bargaining team. It does not, however, add to your credibility as President of the College.

You seemed particularly eager the time of the last strike situation and now, to send out to students and to faculty only one side of the strike question: that of the State's bargaining team. I have no objection to you sending such material but you should identify yourself as a member of that bargaining team and not the president of the college community. In such matters you do not represent the views of the students or the faculty, -- only the states' and your own. In the private sector, in many states, it could be called an unfair labor practice.

It is interesting too, that you refer to the "college" as though it is your personal dominion. The college belongs to the people of New Jersey and is specifically comprised of students, faculty, administration, secretarial, maintenance, members of the Board of Trustees, and other staffs. It is presumptuous of you in such situations.

These matters are not of the most significant import however, and for the remainder of my response I would like to address myself to the most serious aspects of your letter.

In your first paragraph you suggest that, somehow, the agreement that you participated in negotiating is a violation of contract and illegal. I find it very difficult to believe you are not aware that there are provisions for reopening of negotiation procedures and all that they imply. On page 34 of the contract, Article XXIII, Section A, paragraphs 1 and 2, there is the statement:

**A. Re-opening**

1. The parties agree to open this Agreement only for the negotiation of salaries and fringe benefits to become effective on or after July 1, 1975, unless waived by mutual agreement.

2. Such re-opened negotiations shall commence no later than October 1, 1974, unless an alternative date is mutually agreed upon, and shall be concluded by February 1, 1975.

To re-open negotiations is to renew the utilization of procedures involved in such negotiations, i.e. mediation, fact-finding, arbitration, and by extension, possibly the strike. The re-opener clause negates the no-strike provision on the issues described in paragraphs 1 and 2. If these procedures are not possible because the state unilaterally considers them a violation of contract, then why did the state sign the agreement to re-open negotiations in the first place? Was it bad faith negotiation? Is it now a violation of contract on the state's part? Since only three meetings were held since October, and it is now time to submit the new budget, it is crucial for the state to sit down and bargain. Since they have refused, what do we all do -- go home and forget it? A strike is a moral act when conditions are considered so bad by people that they refuse to contribute to them any longer and withhold the only thing they can withhold -- their services. Those who feel this way are striking. Those who do not are not striking. One of the items the members of the unit want negotiated as part of the salary package is related to the loss of faculty teaching positions. With the increasing demands for admission by students there is a significant need for teaching lines. If the loss of faculty positions for Fall 1975 is as severe as was described by Dr. George Harris, Dean of the School of Education, at a meeting of chairpersons on Friday, November 15, then some 250 freshmen and 150 transfer students will not be admitted to the college and classes for students already here will become very large. Loss of faculty positions also means:

1. Mass classes for students with increasing de-personalization, anonymity, insensitivity, and loss of individual attention;
2. Decreasing opportunities in classes for students to develop skills in thinking, test their values and claims to truth, and their knowledge. Large classes inhibit students from speaking because they frequently feel they are usurping the time of others in the class;
3. A loss in the pursuit of a liberal education and the increase of assembly line techniques. Fewer professors have to absorb more students. More students require more lecturing and less testing of the professors' views of truth. More lecturing means more indoctrination. Indoctrination produces the closed society--the community of intolerance and fear;
4. Increased dropouts among those students requiring frequent contact with faculty outside of class. In many cases these are poor White, Black, and Puerto Rican students who need to reinforce skills;
5. Increased reliance upon part-time instructors and all the problems that go with such an arrangement: evaluation, quality control, turnover, course coordination, increased administrative time and costs, little outside class contact, etc.;
6. Decreased experimental programs, courses, and research;
7. Decreased use of the college as a focus for the study of social problems, i.e. urbanization, urban schools, crime, etc.;
8. Loss of the younger non-tenured female and minority faculty members;
9. Loss of the effective utilization of faculty for the protection of academic freedom;
10. Loss of skilled library staff members;
11. Loss of skilled and knowledgeable middle-level administrators.

It is most difficult to understand how you can use such statements as: "The college will remain open for classes...so that students who wish to learn..." and "...no student's right to a complete course of study be jeopardized." No matter how much students might wish to learn, they will find it pretty difficult in a mathematics class of forty people with an inexperienced coadjutant teacher or in a philosophy of education class of fifty students with an inexperienced coadjutant teacher if we cut faculty and are forced to hire substitutes at a cheap rate of pay.

Isn't that jeopardizing the student's right to a complete course of study? Isn't it jeopardizing their education when professors are forced to reduce discussion to a minimum because they must accept larger and larger classes? Isn't that making a hypocrisy of the process of thesis, antithesis, and synthesis? Isn't the state really placing in jeopardy the integrity of higher education in New Jersey?

Since you have spoken out in regard to the possible jeopardy committed by the faculty, why haven't you spoken out on the jeopardy committed by the State?

There is the issue too of salaries. The recent publication of salaries in the college newspaper, The Signal, shows how poorly most of the faculty are paid. It may be alright for you to be satisfied with our salaries, but such salaries are not typical of most of our faculty, librarians, and middle-level administrators.

Anyone with a family making less than \$15,000 a year these days is poor. The US Labor Department says that a family of three needs \$11,700 a year just to stay out of the lower income group. Have you noticed how many of our faculty, librarians, and middle-level administrators are making between \$10,000 and \$12,000 a year?

Instructors and Assistant Professors must live like rats. Dr. Goewey, presumably upon your authority, instructed us last year to hire at the first step of the Instructors rank. At that time it was in the \$9,000 range! The State's bargaining team, of which you are a member, did not want to add extra jobs either. Of course they had to have the Doctorate and all the other Green Stamps.

Our poor secretaries make \$5,600 or less per year and some of them support families! I don't know how you can sound so pious in your letter when such conditions prevail among your "employees".

It is interesting that you were among those that voted to strike when the faculty came to your aid and to the aid of other administrators because we believed the cause was just and worth fighting. We weren't sent letters at that time

asking us to report each other.

As to the legality of the strike, in spite of all the propaganda put out by the State's bargaining team, the constitution of the State of New Jersey remains unclear. In regard to public employees, it simply states (section 19a), that they have a right to select a representative of their own choosing. Only in the case of the New Jersey Turnpike employees, did Judge Wick rule that they could not strike. Not every judge agrees with him.

Since every court case is dependent upon attendant circumstances, it may be that the refusal of the state to bargain and, in effect, the refusal of PERC to enter the case unless there is a strike, may be the circumstances that could legally justify the withdrawal of services.

Finally, it has occurred to many of us "employees" that there has not been a single public utterance by any of the college presidents against the incursions and impositions committed by the state upon the students and faculties in the public colleges of New Jersey.

It is understood and accepted that those holding formalk leadership positions in higher education have the responsibility for executing policy affecting those "below" them in the hierarchy, but what is not understood is why they rarely seem to fulfill their other responsibility of trying to influence those making the policy who are "above" them.

Utilizing the public marketplace of ideas to conduct the social debate is not heresy. Dr. Blaustein, President of the Rutgers University, has done it on many occasions. It may also be time for "closet liberals" throughout the state governmental system to "peep or get off the perch." The crisis won't wait.

Respectfully,

Joe Carroll

## Not True

Dear Mr. Meyer:

The Signal article asserting that the State made an offer to the AFT representatives, Marcoantonio Lacatena and me, which the AFT then refused is NOT true. The meeting of last Thursday (November 14) was not directly related to the strike and, in fact, was scheduled prior to the strike vote. Mr. Mason specifically stated this to the AFT negotiator and to Mr. Mastriani, the PERC representative.

Further, at this meeting Mr. Mason stated emphatically that it was not a negotiations meeting. However, as a courtesy, he explained the financial problems facing New Jersey and said that there would be no negotiations until February or March after the governor had determined more accurately the extent and depth of the fiscal situation.

The budget hearings are being conducted now. If we waited until February or March, there would be no opportunity to influence the budget. It should be obvious that under these circumstances no real negotiations could occur.

Yours truly,  
Joseph S. Durkin  
National Representative

[Editor's Note: Mr. Durkin, may I suggest that you read the entire article. For if you had, you would have read the part about the amendatory clause the Governor promised you. And I find it interesting that you didn't bother to refute the part of the story that said the AFT was "too far along to back off" from the strike. JSM.]



# Students March On Trenton

Approximately 300 students from most of the eight state colleges of New Jersey marched in front of the State House in Trenton, Wednesday, urging the State and the Council of New Jersey State College Locals (cnj scl) to return to the bargaining table.

The bulk of the students, approximately 150, were from Montclair State College and arrived on buses.

The remainder of the students that gathered were from Glassboro State and

Stockton State.

The protest was conducted in an orderly fashion and the students marched in a circle carrying picket signs and shouting, "two, four, six, eight, come on State negotiate."

The protesters had mainly one common concern, as Students Association, Angelo Genova stated, "Our goal is to get the State and the Union to negotiate again."

The majority of the protesters' grievances lie in

By Joan Brockman and Terri Chalmers

tuition increases and the rights of the students being abused. A petition which stated student grievances was also circulated.

Peter Legoi, a student from Montclair stated, "The State is using budget cutbacks to scare students and parents. This is an illogical position to assume. Budget salaries, not education."

Other students said that if they pay for an education, they should get it and they

are not for tuition increases.

One student pointed out the necessity for students to have a position in all bargaining. He continued saying, "We need someone to represent the student."

Ray Willis, Union member and Educational Foundations instructor at Trenton State, was present at the march and said he was "very impressed with the student turn-out."

President of the Trenton

State Student Government Association (SGA), Lou Morlando said, "I am surprised to see this many people on such a bad day."

Morlando, with other state student representatives, met with a representative of the Governor during the march. There was no significant outcome of this meeting.

Ten Trenton State College students, Lou Morlando, President of the Student Government Association,

several other SGA Executive members, an SFB chairperson and four students from the Revolutionary Student Brigade were present to protest.

The bulk of the students, approximately 150, were from Montclair State College and arrived on buses. The remainder of the student that gathered were from Glassboro and Stockton.

The protesters disbanded orderly at 1:00 when their parade-permit expired.



SGA President Lou Morlando keeping the crowd's spirit up on a rainy Wednesday.

**PHOTOS BY  
PUMPKIN  
&  
SANTOLO**



Students chant, "Dungan says cutback, we say fight back!" at Wednesday's protest.



College students throughout the State telling the Governor to go back to the bargaining table.



Montclair student urging State to negotiate.