Peace observance draws 4,000

Hesburgh: No certain peace

by John Abowd
and Mike Welby

It is 3:45 in the Athletic and Convocation Center.
Over half of the 4,000 people attending the "Peace Observance" are on the carpeted basketball floor for the consecration of the bread and wine. The only light in the South Dome shines on James Conney, executive director of the Alumni Association, as he reads the list of the 32 Notre Dame graduates who died in the twelve-year-long Vietnam war.

Conney's reading was nearly the final act of the observance which began with Fred Schaefer playing piano three hours earlier and ended in a buffet supper served from eleven lines.

University President Fr. Theodore Hesburgh delivered the sermon at the concelebrated mass which highlighted the observance. His sermon keynoted the general tone of the afternoon when he said: "There is really nothing to celebrate-no real victory for anyone, no certain peace for anyone. For a moment, the guns are silent.

Hesburgh called the present mood of the country the "most disoriented since the Civil War. He noted in support of this claim that "the whole counterculture that has developed has brought on a new fascism."

"We have witnessed a devastation of American life which is best seen in the violence and killing that war symbolized," Hesburgh said.

The former chairman of the U.S. Civil Rights Commission also said that America had experienced "debasement of language and values" when the military claimed that it had to "destroy to liberate. Now they are free, whatever that means in such a context," he continued.

Hesburgh countered the military viewpoint by saying, "if we have learned anything in this decade it is the foolishness of war. Any of us who think it all would have to say that violence is no solution to any human problem. One should echo the words of Pope Paul IV, "Enough of war."

Comparing the world to a spaceship, Hesburgh said, "Peace is not possible except insofar as we are working for justice. Think of the world as a spacecraft with only five people instead of 3.5 billion."

In the analogy the one passenger who represents the western world has 40 percent of the world's resources, while the other four passengers must share 20 percent. "What change is there for peace and love aboard this spaceship?" Hesburgh asked.

He noted also that the United States with five percent of the world's population was using 48 percent of its resources. "That is not justice and it cannot be justice."

Hesburgh then suggested that students become "mediators" of the peace process. "Peace and justice must become micro-virtues that touch your lives."

"As you educate yourself for competence take the time to educate yourself in value. When you go into the world consider how much you do for yourself and how much you do to better the world." Hesburgh said, concluding that "Although you cannot look into the past with love, you should view the future with courage, dedication, hope and love. Then, we have something to celebrate here today."

The peace observance began at 3:00 p.m. with an invocation by Fr. James Burtchaell, university provost.

Burtchaell emphasized the "confusion" surrounding the current peace. "The day is proud with honor, yet uneasy with distrust. Welcome is prepared for prisoners, but no welcome will serve to call back those many more dead. We are quit of the war, yet know that our hearts are never quit of the hostilities that breed war."

Cordelia Candela, a graduate student, conducted the music and readings program that preceded the mass.

The songs and selections centered around three themes: the end of the Vietnam war, "the quest for peace," and the search for spiritual awareness.

The readings included the familiar passage from Ecclesiastes (3:1-8) read in Vietnamese by Monique Kobayashi, a graduate of St. Mary's. The program was assembled in four days by a committee of faculty, students and administrators under the direction of Fr. Burtchaell.

Principal celebrant Fr. Hesburgh and Fr. David Burrell, one of the 40 concelebrants, face the participants in yesterday's peace observance mass. (staff photos by Mike Budd)
 THREE ARMED MEN HELD SIX NOTRE DAME STUDENTS AT GUNPOINT IN AUDITORIUM.

A knock on the door gained entry to the second floor of Alumni Hall for more than an hour last night and escaped with an estimated $70 in cash.

This latest in a recent rash of burglaries and robberies on campus ended at about 10:30 p.m. when the robbers fired two shots at a student who pursued them from the hall into the main quad. In their flight, they ignored a sign in the room they had just left.

The robbery had begun an hour earlier when the three men in terry cloth hats and sweatsuits who had been watching television in their room.

A knock on the door elicited no answer. The robbers, who proceeded to bend and pad the students and rifle the room, two more students visited the room during the next hour, but they were forced at gunpoint to leave.

The episode ended abruptly when the robbers discovered that they had taken the locked door of the ransacked room. The robbers tried to lure him into the room to help them recognize the voices, he hesitated, at this point, two robbers trained a pistol on him.

Surprised by this, the student bolted, followed by three robbers. Another Alumni resident, bearing shouts and noise in the hallway, left his room and chased the gunmen outside and down the ramp toward O’Hegarty Library. He then, in response, two shots were fired at him in flight.

Meanwhile, the victims had locked the door behind the thieves, and the Notre Dame Police were called.

Apparently, the students had difficulty convincing Security that they were serious. The police arrived after fifteen minutes, and are currently in process of investigating the incident.

A year ago, a proposal was made to bring speakers at the Mock Stock Market planned for a change in the proposal of this nature is ever carried through a physical change.

In addition to the physical changes, the Finance Club plans to provide counseling for the female residents. The Finance Club plans to provide these counseling services for women were tabled till next week’s meeting.

Student Drug Information Center, which has donated $235 of its endowment, is also cited.

The ".game will be conducted in the first floor of Alumni Hall; no one dollar entrance fee, participants will be provided counseling for the female residents.

Alumni resid­ents of the dormitory will be utilized as a computer will be utilized at the mock market.

The Finance Club plans to provide counseling for the female residents.

The Finance Club plans to provide a change in the instruction of the residents to in­

The study also included a list of all transactions that are expected to be made when the proposal was ex­

As a bonus for those entering Phase I, each dollar they invested in November permits them to purchase an equal amount of buying power in Phase II for fifty cents.

The Mock Stock Market will open Monday, February 5. Exchange will take place 9:00 to 12:00 and 1:00 to 3:00. Monday through Fridays until March 2.

Three armed men held six Notre Dame students at gunpoint in Alumni Hall for more than an hour last night and escaped with an estimated $70 in cash.

This latest in a recent rash of burglaries and robberies on campus ended at about 10:30 p.m. when the robbers fired two shots at a student who pursued them from the hall into the main quad. In their flight, they ignored a sign in the room they had just left.

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Alumni resident's proposal would have made changing Alumni Hall into a coeducational dormitory.

The proposal, which was submitted by Alumnus Rector Fr. John Mulcahy, was at the College of Business Administration.

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Faculty unions, or collective bargaining in higher education, is gaining momentum on major campuses across the nation. It is no longer limited to junior colleges as indicated by figures that show 121 four-year schools picked agents since 1969-70, while 147 two-year schools went union.

Faculty unions have prospered for a number of reasons, but they primarily represent an attempt by faculties to gain de facto recognition by their administrators.

What the faculties want recognized are the contributions they can make to the academic governance of their institution by virtue of their professional stature. They are incensed by administrators who ignore their tenure committees' recommendations; threaten academic freedoms by intimidating outspoken faculty with tenure denial; blacklisting, and blocking their participation on committees; require heavier teaching loads without consulting the faculty; and withholding scheduled pay raises.

There are plenty of arguments against the trend toward unionization. Here the primary argument is that it is to the detriment of higher education because it will reduce faculties from professional bodies, to common blue collar laborers. At the heart of the argument is the contention that faculties will become clock watchers, and limit their pursuit and advancement of knowledge to the hours stipulated in their negotiated agreement.

Another argument claims students and staff unions will allow and that the administration will be locked in negotiations the year around. Still another questions the future of academic councils and faculty senates, which will no longer be the exclusive mouthpieces of the faculty, but merely secondary organs for advice if they continue to exist at all.

Obviously there are many problems involved, and unfortunately there aren't solid answers based on long term observations. The trend originated approximately in 1964 when faculty at the City University of New York began to investigate the issue, which means there has been hardly enough time to recognize the issue, plan and execute a study of it.

Because the trend is spreading rapidly (nearly 30 four-year schools have elections pending right now), and because Notre Dame could become another statistic of the trend, the Observer prepared this supplement to acquaint the campus with the basic issues, to stimulate open discussion of them, and to attempt to examine them in context of the Notre Dame faculty-administration situation.

Staff reporters David Rust and Michael Baum contacted approximately 80 faculty members. This figure includes department chairs, deans or their assistants. They contacted 30 members of the College of Arts and Letters, and 10 members from each of the other three colleges. It should be kept in mind that the report by Rust and Baum on pages 6 and 7 is not representative of the entire faculty, but is only a sampling of private opinions.

The Observer also spoke with members of the American Association of University Professors (AAUP), and extended an invitation to Provost James T. Burchnell to submit contribution of his views. He declined because he felt it was an issue the faculty must decide themselves, and because he feared a contribution might create the impression that the administration is in opposition to the faculty.

Collective bargaining will be discussed Tuesday at 8 p.m. in the University Club by Dr. Wooley B. Osborne, AAUP national chairman of collective bargaining. It is not necessary to be a member of the Association to attend.

Topics of discussion will include: can collective bargaining work in a private university, tenure, and academic freedom; financial advantages; does it obviate the need for faculty senates, and what steps are necessary to establish a faculty union.

Local president, Prof. Paul Rathburn, says the Association is not sponsoring the discussion to agitate for a union, but merely to spread information, because it is too important an issue for the faculty to remain unaware of now.

In order to further discussion of this issue, the Observer welcomes letters to the editor expressing your thoughts and comments concerning the meeting tomorrow night and the information in this supplement.
Collective Bargaining: Both Sides

The AAUP Position

After eight years of concern and investigation, the American Association of University Professors (AAUP) endorsed collective bargaining as a major additional way of realizing its goals.

The decision came during the AAUP convention in New Orleans in May 1972. The vote was taken on the basis of a resolution adopted by the order of their executive council.

The decision was a milestone in AAUP history because of the advantages of higher education and the bargaining and debate it fostered in the area of shared academic governance.

According to the official AAUP Council position circulated among all chapters before the annual meeting, "the Association since its inception has been a proponent of the principles and standards which it has repeatedly stood for—among them the right to protect the ideals of academic freedom and tenure against encroachment.

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In addition to recognizing faculty for their inherent value, collective bargaining also serves to protect the ideals of academic freedom and tenure, and to establish a forum for the open exchange of ideas and viewpoints.

Collective bargaining is a major step forward in ensuring the freedom of academic expression and the right of faculty to participate in the governance of their institutions.

The arguments for collective bargaining are numerous:

1. The AAUP has long advocated for the protection of academic freedom, which is essential for the pursuit of knowledge and the development of new ideas.

2. Collective bargaining provides a mechanism for faculty to negotiate and secure improvements in working conditions, including compensation, benefits, and working hours.

3. It ensures that faculty have a say in the governance of their institutions, allowing them to have a say in decisions that affect their work and lives.

4. It provides a framework for resolving disputes and grievances, ensuring fair treatment and due process for faculty members.

5. It strengthens the faculty voice in decision-making, ensuring that faculty perspectives are considered in the development of policies and procedures.

According to Prof. Anthony John of the Southeastern Michigan University Federation, "If traditionally some university faculties have played participatory role in the exercise of some of these functions, largely because it eliminates the sense of helplessness and not a right."
The Collective Bargaining Issue

Monday, January 29, 1973

Tom Swiftly. (AL): Currently, very few of us really know the answers to the hard questions surrounding faculty unionization. What we do know is our position and influence in a non-unionized environment. If the act of forming a union at Notre Dame would provide us with a more meaningful and honest decision-making process dealing with contracts, tenure, promotion, and the like, then I think it is a good thing to make an outright confrontation where we could result in a strike. Certainly it would be a last resort and things would have to be in a desperate situation for this to be satisfied.

James A. Doubleday. (AL): Actually, Notre Dame has traditionally found the idea of a teacher's union somewhat abhorrent, but the movement of the university professors has been growing and in the past the number of teachers now have their unions. There is an even larger number of professors who protect the rights of professors, but this has come about beyond that of persuasion. The present crisis of the overabundance of teachers, the very much power in the hands of the administration, and considerations in recent developments a union may become a necessity. If one were organized at ND, I intend to support it.

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Gerard Jones. (Prof. Physics): "The AAUP voted in its last national meeting to support the faculty's right to collective bargaining (unification) more definitely than ever before, to give real depth to some of the main concerns of the AAUP.

For my estimate, so far it has been a fairly open road, with a lot of schools, I think that there are everywhere in this country, that the mechanism for establishing relations between faculty and administration.

Basically I wouldn't like the idea of belonging to a union, but it may be necessary.

Edward Morris. (Asst. Prof. Economics): I am not automatically opposed to formation of a faculty union or collective bargaining. In principle, the idea of collective bargaining in favor of the idea of collective bargaining until such time as something better would be clear that efforts a union make on behalf of the faculty precisely how it would proceed or expected to achieve is too much collective bargaining. I think that the present manner of determining the contract terms is not very good. There does not exist, that I am aware of a formal faculty compensation schedule; the manner in which the faculty compensation package leaves a great deal of unanswered questions. The minimum of many of the faculty is substandard. I think the manner in which the determination are made, and it would be a great disappointment that the existing method of compensating the faculty is not sufficient for equitable method of compensation. The faculty as a whole is very interested in pursuing the possibility of organization of a union.

Dr. Edgar Morris. (Asst. Prof. Arts and Sciences). "I do have a strong opinion at this time."
Collective Bargaining: MSU Story

"Change is inevitable. It is only through collective bargaining that we can meet the changes that are occurring."

"No Agent" tallied 60 percent of the votes cast by 84 percent of the eligible faculty.

A collage of clippings from the MSU student paper.

A few days before the election began three viewpoints appeared on the editorial pages of the State News. The opposition, written by former local AAUP president Harold Hart, said collective bargaining makes the administration an adversary, fosters mediocrity by enticing faculty to jump at offers that break local union pay scales, that higher salaries would be met by higher tuition or drawing from academic budgets, and that the described bargaining unit existed for the Spartan administration.

The AAUP argument, made by executive council member Sigmund Nosow, asked for evidence that collective bargaining produces mediocrity. He said the AAUP was very optimistic about the university's educational needs. He said the AAUP was very democratic and would be a strong agent. Nosow concluded that the university and administration disagree over, but what is imposed on the University by the larger community.

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Collective Bargaining: Inevitable?

By Paul Rathburn

Like the Fall of Rome, the reform of the liturgy, and the dawn of higher education for women, professorial collective bargaining may turn out to be one of those "historical inevitabilities" against which, in the latter day, it is quite useless to struggle. Under the auspices, presumably, of the A.A.U.P., the N.E.A., and the A.F.T., the unionization of college and professorial collective bargaining may turn out to be the dawning of higher education for women, did the organization of primary and secondary university faculties may move as rapidly in the 70's as the auspices, presumable, of the A.A.U.P., the N.E.A., in the latter day, it is quite useless to struggle. Under endorsement of collective bargaining last April in New

and starting. One hundred twenty-one four-year and teachers in the 60's. Once the movement began, it took the N.E.A. and the A.F.T. less than nine years to unionize 70 percent of America's schoolteachers.

and the trend toward greater reduction in the years already represented by collective bargaining agents. The A.A.U.P. local chapters have been elected as bargaining agents at 18 campuses including among them: St. Johns University, Fordham, Notre Dame, Wisconsin, Washington, and dozens other. Wayne State. Elections are pending at the universities campuses including among them: St. Johns University, Fordham, Notre Dame, Wisconsin, Washington, and dozens other. The Wall Street Journal estimated recently that close to 100,000 professors and teaching assistants are already represented by collective bargaining agents. In one administrator put it recently, the "speculative" that has been haunting higher education—the spectrum of collective bargaining—"is now a living presence."

Some, pointing out all of the reasons for this remarkable development are obvious. Professors are not immune to such considerations as salaries and economic fringe benefits. An example is the University of Hawaii which voted against collective bargaining agents in 1969 but decided in its faculty were denied salary increase for two consecutive years. For four consecutive years the national A.A.U.P.'s Report on the Economic Status of the Profession has reported that the change in the status of the profession "is worse than it was a year before."

According to Economist Peter O. Steiner "The real domino effect: value of the average faculty salary has dipped to slightly less than it was three years ago, and the trend toward greater reduction in the years ahead is unmistakable." The record on this count, at least, is very clear: salaries and fringe benefits jump sharply upward on campuses where collective bargaining prevails. Where there is no faculty union, the professor's purchasing power has continued to erode.

Others have turned to collective bargaining in self-defense, in the face of rising teaching loads, unreasonable curtailment of faculty size, and in some places the freezing or even abolishing of tenure. But the most important issues, by far, have not been retained either to money or to tenure. From the beginning the A.A.U.P. has stressed that it does not consider collective bargaining an end in itself. The Association has stressed that its central purpose in endorsing collective bargaining is its gain recognition by university administrators of A.A.U.P. principles of academic freedom and tenure of faculty participation in university governance, and shared authority in the allocation of resources. The precise wording of the Association's original endorsement illustrates the point: "The A.A.U.P. will pursue collective bargaining as a major additional way of realizing the Association's goals in higher education."

Here at Notre Dame the A.A.U.P. Chapter has taken no stand on collective bargaining. Indeed, until now there has been no public discussion of the many issues involved. No one here, to my knowledge, foresaw any headlong rush in the direction of the union movement. In fact, anyone familiar with faculty deliberations, debates, and decision-making processes will smile at the idea of any university faculty rushing headlong as a group in any single direction. Nonetheless, the Notre Dame Chapter has expressed concern on several occasions over what seems to be the decreasing impact of faculty bodies upon the internal operation of the University. Most notable in this regard was the report entitled The Role of Faculty in University Governance. This statement was distributed to the entire faculty as well as to the Administration, the officers of the Alumni Association, and to the Board of Trustees. It reads in part:

"In fact, the influence of such faculty bodies upon university policy seems to be decreasing. There is an increased tendency to make important university policy in the academic realm by administrative proclamation."

The report, as a whole, deserves to be read. It cites five specific situations by way of concrete illustration. Any attempt to sum up these situations here could only result in distortion and would be redundant in any event. It should be noted, however, that the Chapter has, as yet, received no substantive reply to the report.

Let me repeat: The Notre Dame Chapter is not seeking to organize the faculty. Our concern rather is to help the faculty to remain well informed. Notre Dame may well be precisely the kind of institution in which collective bargaining will prove to be unnecessary. Surely there is here a long and enviable tradition of academic freedom. Perhaps we may add to this in the future an increasing mutuality of understanding concerning the proper role of the faculty in university governance. Collective bargaining at Notre Dame may not be an "historical inevitability." But that is a decision which only the faculty, and the faculty as a whole, must make.

The Observer is to be congratulated on the publication of this special supplement precisely because the complex issues surrounding collective bargaining must be discussed fully and openly. For the same reason, the Notre Dame Chapter of A.A.U.P. is sponsoring an evening with Dr. Woodley B. Osborne, National Director of Collective Bargaining for the A.A.U.P. The entire faculty is, of course, invited.

Prof. Paul Rathburn is President of the Notre Dame Chapter of the A.A.U.P. He is a member of the Notre Dame English Department.
Goerner: No Collective Bargaining

(continued from pg. 5)

finances, the need for growth of long-range, multi-generational plans, and a powerful sense of self-importance, was so easily inclined to be uninterested in both practical matters and even in many of the moral matters of which lies outside his ken. But surely he is not to be considered as one who has overcome by a wise choice of basic institutional arrangements. He is a strong presiding officer, expected - and entitled - to follow his own sense of right.

On the other hand, the unifying processes that might possibly unite the two factions are often stymied by different philosophical stances. No doubt they would.

Just as the faculty itself sometimes narrow finances when confronted by the fat of the land because he knew that even only the most idiosyncratic judgment is ever wise, the range of interests. Nothing less will justify his empty statements that men are heirs and successors of Sorin's heritage of generosity of which lies outside his ken. But there have been setbacks in that up to an additional $100,000 might be budgeted for the calendar year 1970 were. The mass of men who deal in witless as not to have been able to wonder, since he is in no good any material sense, except ac-

And the observer may well ask why the AAUP flyer on collective bargaining is as little likely as other unions to gain from two to ten times his earnings nowadays. The faculty in the most important of all the observer's questions, why the observer might be so easily inclined to be uninterested in both practical matters and even in many of the moral matters of which lies outside his ken. But surely he is not to be considered as one who has overcome by a wise choice of basic institutional arrangements. He is a strong presiding officer, expected - and entitled - to follow his own sense of right.

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The movies this week present an un promising time of entertaining. As George, I have read them from the press releases and seen the film once today, but although it is sparkled with a pretty good performance by actress Charlotte Rampling, it is not worth the missing of part two of "Two for the Road" (to be shown tonight). Benjamin seems to turn from the wet blanket with a sigh and ao the little man is interesting since David Susskind produced "Tootsie".

"Diary of a Mad Housewife" is the film in which Robert Redford and George Segal as the husband and wife in a suburban home. It was the father of George's son, who was killed in a car accident, that spurred him on to write the book. The film is about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"The Way I Look at It" is a film about the life of a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"The Only Way I Could See Coed Living Was a Distant Memory" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"The Prophecy" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"The frenchman" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"At the Movies" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"The Iron Giant" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"Baffled" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"South Pacific" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

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"The Way I Look at It" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"The frenchman" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

"At the Movies" is a film about a man who is trying to come to terms with his own personal problems and to find a way to make his life better.

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The Bruins’ Steve Colp beat Kronholm on a breakaway with only two-and-a-half minutes gone, but Notre Dame got it back with just 42 seconds to play in the period. State forward Mark Colber was sitting out a slashing call when super scorer Eddie Bumbacco popped in a loose puck, his 29th goal of the season.

That first session score wasn’t indicative of the game in the minds of Smith and Coach Wooden.

“We were getting opportunities through our speed, and from what we were doing in Clark in practice, we knew we could get it if we worked,” Smith commented.

“Got to him” is just what Notre Dame did, punnelling Clark for five second period goals to break things open. The Spartans brought about their own undoing and, as 8:17 left, Ray DeLorenzi’s centering pass got in the nets for the second Irish goal.

Bumbacco’s second score came on a flip shot from close at 8:17, then junior Larry Iraszkowski hit for consecutive tallies on perfect feeds from Bumbacco and DeLorenzi, respectively. Iraszkowski capped the big period with the second Irish power play goal of the night, batting home a Bumbacco rebound just 18 seconds after State captain Bill Spila was caught booking.

Clark, who stopped only four of 37 shots on the night, was replaced by Mark Kronholm and MSU’s Clark just didn’t get the job done, getting his team only that first twenty minutes, with ND’s junior net minder knocking it away in Irish efforts.

IRISH UP, SPARTANS DOWN! Scenes like this one, showing Notre Dame’s Ray DeLorenzi exulting after the second Irish goal Saturday night, were off-screen last weekend as MSU sweated league-leading Michigan State, 89-82, in the most compelling of all games in the conference.

UCLA’s only weapon. Keith Wilkes led the Bruins in scoring, dropping in 17 points, and Wally Smith contributed 16 points. The Walla-Walla Farmer trio tucked away the Irish in the rebounding department, combining for 31, as UCLA outscored Notre Dame, 51-39.

State was never in danger Saturday. They never trailed and led by as many as 23 points for the first five minutes.

State’s tip was the Irish shot accounted for the first basket of the game but Dwight Clay countered that with a jumper. Farmer connected from 15 feet when the Bruins came downcourt but John Shumate tied the game again with a pair of free throws.

A short jumper by Wallace and a deep layup by Farmer made a 3-0 Irish lead. UCLA tied up 8-8, then Wilkes sank two 15-foot jumpers and Farmer made a layup with 5:15 gone, UCLA led, 16-4.

The teams traded baskets for almost four minutes after that six-foot bruin spent but a Farmer layup and Walton’s bucket on a lob play for UCLA ahead by eight, 7-15, with 9:29 to go in the half and Notre Dame was only able to cut the margin to six points once all the way of the rest of the way.

Barnes opened for a 34-23 lead for UCLA with about five minutes left in the half. They scored seven points on baskets by Wilkes, Hollyfield and Farmer and a free throw by Lee to move into the front, 30-1, and ensure their place in the conference.

Leading, 43-31, early in the second half, the Bruins ran off seven straight points on baskets by Wilkes, Hollyfield, and Farmer and a free throw by Lee to move into the front, 30-1, and ensure their place in the conference.

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Collective Bargaining: Lure of Egypt

E. A. Goerner
Professor, Government

The labor union is a typical form of social organization in the context of American capitalism, a society in which the dominant ethic is one of competition, individualism. American labor unions have become interested in the possibilities for extending the interests of workers against the interests of the masters of capital, the employers who cannot work alone. American labor unions have almost universally regarded the interest of the masters of capital against this context as being comprised of two elements: the wage, the basic condition of work. They have systematically worked to increase the wages of the workers whether that meant a bigger cut of the profits or the cost of the goods produced through the use of the labor, or that meant higher prices to the consumer. Those have also been the principal concerns of labor unions as they have recently made themselves known in the school education.

Those who are wondering whether a labor union is an appropriate form of organization for themselves need to ask a number of questions. First, is it a general one about the merits and defects of labor unions. Secondly, they need to ask which of their activity such as to be helped or hindered by such a mode of organization. And, finally, they need to ask whether there is any alternative course open to them that better deals with the problems that made them think of organizing or joining a labor union in the first place.

As to the merits of labor unions, no one can deny them the glory of having rescued hundreds of men, women, and children from debilitating, destructive, and devastating conditions of work. Nor can anyone deny then the enormous credit that is theirs by virtue of their successful secure decent wage levels for workers against the outrageous exploitative power of capitalists and the ignorance or acquiescence of the purchasers of the workman’s work who could well afford it.

On the other hand, where labor unions have found themselves in positions of having to bargain they have seldom shown themselves seriously responsive to the criticism that their successful demands for high wages and good conditions (and incomes, for example) that are as morally outstanding as their wage exploitation they may once have been subjected to. And it is not unknown for labor unions to have pressed ruinous wage demands on employers and industries that were too weak to stand a strike and too weak to cope if they granted the wages demanded and thus actually went bankrupt. Of equal, if not greater, importance, labor unions have found themselves in positions of having to bargain they have seldom shown themselves seriously responsive to the criticism that their successful demands for high wages and good conditions (and incomes, for example) that are as morally outstanding as their wage exploitation they may once have been subjected to. And it is not unknown for labor unions to have pressed ruinous wage demands on employers and industries that were too weak to stand a strike and too weak to cope if they granted the wages demanded and thus actually went bankrupt. Of equal, if not greater, importance, labor unions have found themselves in positions of bargaining, when they were hard and harmful, but they have rarely been good at devising modes of work that would make the wages awarded affordable to the employers. They have in fact largely achieved in the bargaining conditions of work in American industry that they often tend to be taken for granted. The result has been a combination of waste in goods, and industrial fabric in which they are fashioned for the common good, something to no one’s advantage but to the common good, which results in the development of some general human nature.

In the case of the university as a self-governing company of scholars there may indeed be a tendency to take too little account of the external, the conventional, the fashionable, the very thing out of which is born the “capitals of education” are expert at. And there may be a tendency to take too little interest in the sound development of the whole university, including its capability of vice and folly as anyone. But what is interesting is that such an attitude is what one may reasonably expect the long run tendency of institutional structure to be in the way of encouraging some general human failings and encouraging some general human virtues.

the observer

Tuesday, January 29, 1973

NOTICE-KNIGHTS OF COLUMBUS

IMPORTANT MEETING

January 29 - Monday
7:00 p.m. - Council Chambers

MONEY SAVING SPECIALS

Two for the price of one

FRANKIES & NICKIES

NOTICE - MARTIN LUTHER KING, JR. DAY

Monday, January 15, 1973

NOTE - NOTRE DAME STUDENTS

We Desperately need your help today!

Please try to sell one Mardi Gras Raffle Book this week.

The Notre Dame charities need funds more than ever...we've never let them down before.

Let's do something today. Thanks

Mardi Gras Committee

Monday, January 29, 1973

the observer
ND Faculty Opinions On...

Stuart T. McCracken, (E): I think the SONY system has it, and I believe the University of Detroit and Wayne State, I think I've talked to people that aren't as kind of the reactions indicate they don't seem to think it's helped them much. It throws up a lot of roadblocks in the way of getting things done. I guess from my standpoint I just can't see it. I feel as if it just doesn't have a place in the University. Now maybe I'm being too altruistic because we're human beings and we're working and everything else, but it just seems too much against the basic benefit of a University. This is not speaking as an administrative man, this is speaking as a faculty member, I don't think I could work under the system. I've seen too many things actually ended up being taken away from the faculty. I don't think they gain anything. The faculty might gain a few dollars. New York has gone that way and what they're giving up I don't think is worth it.

Robert Anthony, (S): I think the AUP, really, would take the place of and do many more things than a union. That is also a more professional-type organization. I can see no valid purpose in establishing a union.

Norlin G. Russchaff, (B): The more I learn about it and the constitution of a group for a skilled or semiskilled laborer, the more I see that the professional men should not really consider joining the union. But I would not see anything wrong with professional people gathering together in associations for a common good.

Bernard Norling, Acting Chairman of the Industrial Relations Studies: Well, in the first place, I'm totally opposed to it. I think that we would have to give up too much in order to get union representation. We'd have to give up our voice and somebody else would have to speak for us, and I don't see that as professional.

Robert J. Waddich, Asst. Dean Arts and Letters. You know, my opinion is that bargaining with faculty members is not very good because the faculty members are professional people and they are really professional people, or are for professional people. That really sums it up in a nutshell. I would not join a union because I don't think it's for professional people. I think they serve a purpose and I was and I am still, as far as I know, a member of the University, local union 5 of the United Auto Workers, for when I was a student at Studebaker. But that was when I was in a different position. I was in the labor forces and I think that there was a place for the union, it was a voice. I think the faculty, in their situations, have the faculty members as their voices, and I think we would have to give up too much in order to get union representation. We'd have to give up our voice and somebody else would have to speak for us, and I don't see that as professional.

Donald P. Krommen, (E): I am against collective bargaining in the university. I am against it for the simple reason that a university is a special kind of relationship, between the university and between faculty members and administration. We are talking about a highly personalized community, that is based on trust and confidence, the twin pillars on which the University is the final analysis is based. We are talking about these pillars and you will do with a union-and you will destroy the University. I for one will not go along with it, especially if its bargaining agents are organic between these relationships. I will defy anybody who tells me to go on strike, for this would be tantamount to an interference with the student-teacher relationship. I am also opposed to any uniform or any staff bargaining where faculty salaries are con-