

# Local

## Non-faculty employees receive new complaint plan

# Arbitration process applies to entire A&M System

**By JANE G. BRUST**  
Battalion Staff  
The new complaint and appeal procedure for non-faculty employees, approved by the Texas A&M Board of Regents earlier this month, applies the Texas A&M University procedure to the entire System.

The University's procedure, in effect for three years, starts grievance arbitration for non-faculty employees, rather than a committee hearing process.

Non-faculty employees include those persons without academic tenure, including secretaries, clerks and technicians.

Clyde Freeman, executive vice chancellor for administration, said the fact that an arbitration process worked more effectively at the University than did the committee process prompted a policy committee to recommend the procedure's application to the entire System.

"We're always looking for improvement in our procedures and policies," he said. "The procedure of arbitration is one that is well recognized in industry, and this is an attempt to improve what we've been doing."

Freeman explained that under the committee hearing procedure, cases were put together and presented to committees of other University employees. That process required a lot of time from those committee members.

"Now there can be an agreement between the alleged aggrieved and a particular party of the System to have an individual — with professional experience in resolving differences — hear the case," Freeman said.

Since June 1978, when the University arbitration procedure became, arbitrators from the American Arbitration Association have completed three University cases, all involving employee dismissals.

John Pate, coordinator of System policies, said an employee who complains that disciplinary or dismissal action has been taken against him unjustly satisfies one of the criteria for having his case presented before an arbitrator.

The other criteria are that the complaint allege either a violation or misapplication of a policy, or illegal discrimination.

"In some cases where an employee feels aggrieved," Freeman said, "he may want to go to the Labor Department or Equal Opportunity and say, 'I think I've been discriminated against.'"

The procedure outlines step-by-step guidelines for an aggrieved employee.

The first step is to discuss the complaint with the immediate supervisor. If the conflict is not resolved, the employee can request a meeting with his department head.

If the department head's response is not satisfactory, the employee can complete a complaint form and send it to the administrator designated to review non-faculty complaints in his particular academic institution, agency, service or office.

A copy of the complaint would also be sent to the department head.

The administrator would then send his decision to the employee. Should that response be unsatisfactory, the employee may then submit a written request for an impartial arbitrator to hear the case.

The employee's personnel officer and the System's general counsel would determine whether the complaint meets one of the three criteria for a hearing before an arbitrator.

Freeman said he is not sure that any requests for arbitration hearings have ever been denied.

The employee and the department head would select an arbitrator from a list of seven arbitrators made available by the AAA or the Federal Mediation and Conciliation Service.

Both the employee and the department head may retain counsel or have other people represent them at the hearing. However, the employee may not have representation by or assistance from anyone representing a labor union or other organization claiming the right to strike or bargain collectively.

The arbitrator would render a decision supported by written opinion. If the administrator concurs with that decision, the employee and the department head would be so notified.

If the administrator does not concur, however, he can forward the case to the University president, the appropriate deputy chancellor, or to the chancellor if the employee is part of the System's administrative offices. They have final decision in the case.

Cost of arbitrators' fees and expenses will be covered by the operating budget of the part of the System concerned, Freeman said.

He said the fees and expenses would depend on the time involved and the distances traveled.

Total expenses of each case since June were \$1,168, \$888 and \$885.

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## RHA approves distribution proposal for dormitory fliers

**By BERNIE FETTE**  
Battalion Staff  
Residence Halls Association members approved a proposal at their meeting Thursday which would modify present methods of literature distribution in residence halls.

The purpose of the proposal, RHA President Sherrie Balcar said, is to reduce the amount of literature put under doors in the halls.

The proposal, which will be submitted to The University Concessions Committee through RHA Adviser Nolen Mears, in part

reads: "general literature not affiliated with a residence hall or a residence hall association project may be distributed at a reasonable time, place and manner designated by the appropriate area coordinator."

Balcar said RHA has received numerous complaints about the under-door distribution method and that the proposal was drawn up at the request of the University Concessions Committee.

Appointments to two of the directorships created by the RHA's structural reorganization

were announced as Jackie Roerink was selected as director of external affairs and Cheryl Morgan as director of programs.

The position of director of facility operations is still unfilled.

RHA, along with the Off Campus Center, will sponsor a transition program Mar. 3 at 7 p.m. in 225 Harrington for fifth-year seniors and graduate students who will be forced off campus next fall.

"I know a lot of people have a lot of questions and this program would be very informative to them," Balcar said.

Members also heard about the

kitchenettes scheduled to be installed in Mosher Hall during spring break.

The proposal, already approved by Dr. John J. Koldus, vice president for student services, and Dr. Charles Samson, acting president of Texas A&M University, would put a microwave oven and a toaster oven in each of two study carrels.

The cost of the project was just under \$1,000.

"Our goal is not to replace food services, but to supplement it," Mosher Vice President Kay Mann said.

## Corps hits aired on KORP again

**By CAROLYN BARNES**  
Battalion Reporter  
The disc jockeys have unusual haircuts, but they're not new wave or punk — they're KORP, the Corps radio station.

"We don't play new wave or disco," said senior Bob Reid, station manager. Reid said that the station plays a "smattering of everything" ranging from rock to progressive country.

Located in Lounge E near Duncan Dining Hall, KORP is 107.5 on cable radio and broadcasts from 6-8 a.m. and 2 p.m. to 2 a.m.

KORP adviser Capt. David Hertzog "makes sure we don't get too rowdy over the air. As long as we don't play George Carlin, we're O.K.," Reid said. "We try not to offend anybody."

But, "If something goes wrong, I'm the one who goes on the Trigon carpet," the station manager said.

KORP returned to the air Sunday after 1½ years of not broadcasting while cable and equipment problems were straightened out, Reid said.

The station broadcasted briefly during the first half of last semester, but the sound quality was bad. Reid said that they "just did it for

practice — it was a complicated mess."

Problems with the cable arose when the station moved on campus. Before, it was located behind Midwest Video Corp. on Texas Avenue.

But to help ease the problem, Midwest Video Corp. reworked KORP's equipment and donated a new amplifier system as a public service, Reid said.

KORP begins broadcasting at 6 a.m. by announcing the uniform of the day for Corps members. A five minute devotional by the Corps chaplain follows.

Reid said a lot of the disc jockeys use their own records, but the station has more than 500 records and is in the process of getting a subscription to Columbia Records for more.

KORP is a non-profit organization. Most of its funding comes from sponsorship by local businesses. There is a 15 second to 30 second limit on sponsor plugs.


Chuck Jensen, business manager for KORP, is responsible for finding sponsors.

The KORP radio committee officers include Reid, Jensen and three others. Steve Spaw is the program chairman. Tom Gottlieb, whose father once announced for KPRC radio in Houston, is secretary-treasurer. Scott Reid is the

public relations officer and does many of the air announcements, Reid said.

Any member of the Corps is eligible to be an announcer for KORP. At the present there are 60 DJ's, but Reid said he would like to have 85-90 DJ's within three weeks.

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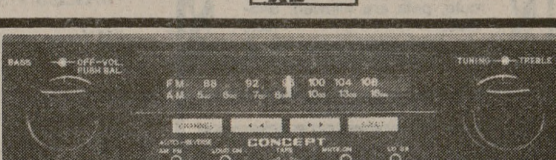
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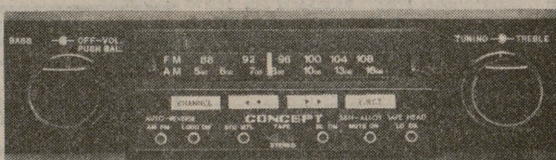
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