

thursday

July 31, 1980

Summer

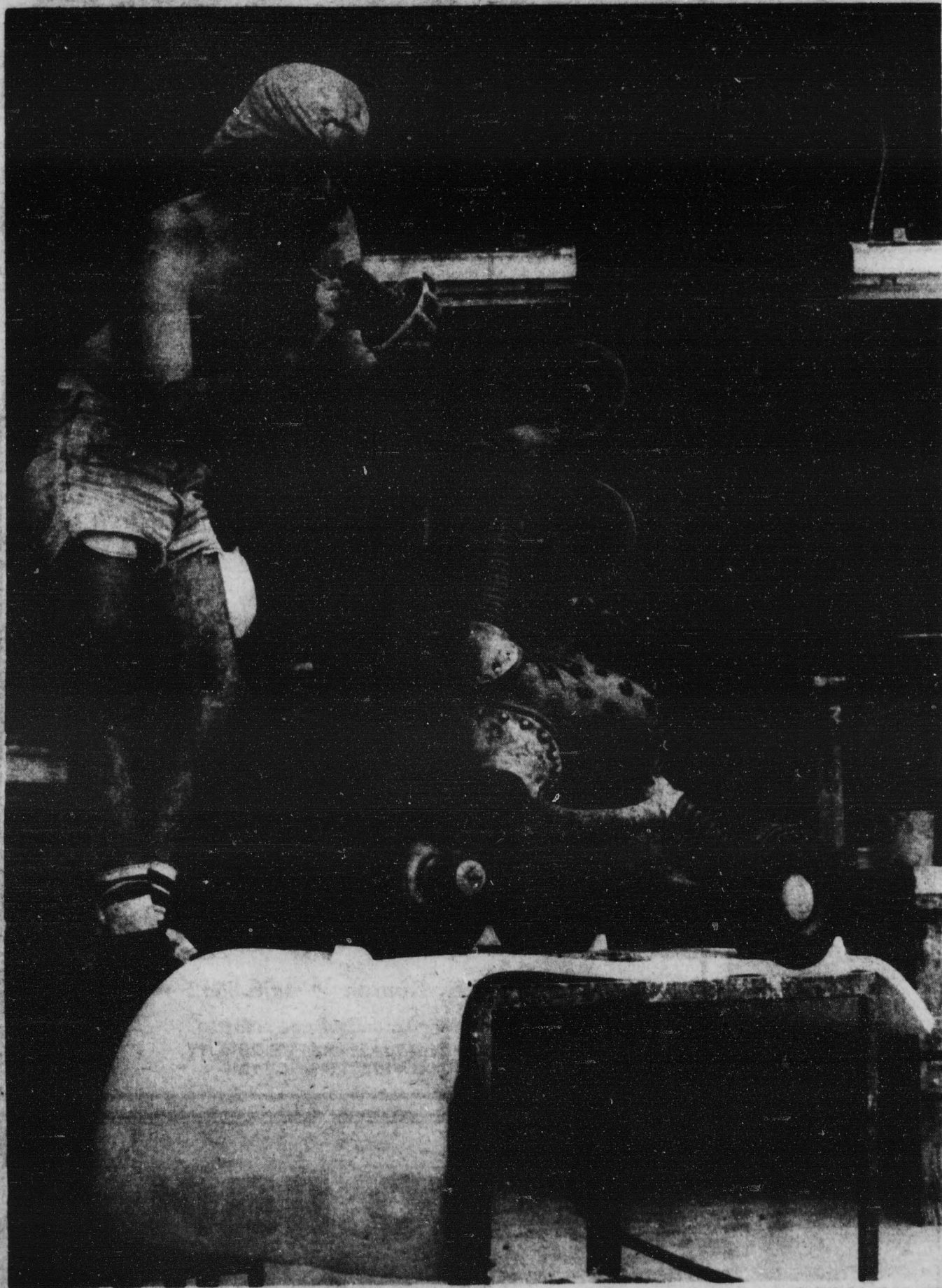
state press

Tempe, Arizona

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Arizona State University

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Staff photo by Matthew Lih

Gary Greenburg, a graduate student in the fine art of ceramics, adds the finishing touches to his "Motor Pickle."

The salt-glazed art piece was baked at 1,900 degrees for 12 hours and is part of a planned 20-piece ceramics project.

Staff shakedown rattles morale of physical facilities

The State Press has learned that the job contract for Herb Bay, assistant vice president of Physical Facilities, was not renewed June 30.

The following stories outlining the history of Bay's involvement in the department are the result of a six-week investigation by State Press reporter Tricia Reeson.—ed.

Only so many problems are tolerated in one department before that area is clearly labeled as mismanaged.

In the case of ASU's Physical Facilities department, a long history of informal grievances and employee unrest has branded the department with a major communication gap between management and workers.

Despite improved relations in the past few months, the employee morale is still far from being 100 percent solid.

Workers still speak with bitterness of past injustices. Several sources for these stories refused to talk on the record for fear of retaliation.

Many employees talk of hiring inequities and string-pulling in the latest allocation of merit raises.

Whether or not these injustices actually occur, the belief that they do exist points to a definite morale problem that continue to rack the department's productivity.

The man at the helm is Herb Bay, hired for the new position of assistant vice president of Physical Facilities in November 1977.

Bay's qualifications for the job were considered very good. He came to ASU with a bachelor of science degree in mechanical engineering. A registered engineer with no background in university work, he had nine years of experience managing large physical facilities projects in the Midwest.

Members of the selection committee that hired Bay say he was undeniably the strongest candidate for the job.

According to Bay's boss, Vice President for Business Affairs Jack Penick, things ran smoothly for the first nine months. Then the problems began to crop up.

Some sources say that the manner in which Bay was brought into Physical Facilities created a tinderbox of resentment.

Bay's predecessor, John Ellingson, had held the dual positions of director of physical plant and director of planning and construction. He had been at ASU for nearly two decades.

In July 1975, the positions were split. Former Vice President for Business Affairs Gilbert Cady took over as the new director of planning and construction when Penick was promoted to Cady's job.

Ellingson remained as director of physical plant, and was considered by many the natural choice for the higher-level job of assistant vice president of physical facilities when it was created in 1977.

But a new man was brought in for the position — Bay.

Ellingson left shortly thereafter for Utah, leaving behind some loyal employees who bitterly claim that Ellingson was "put out to pasture" and coerced into leaving.

Bill Phelps, the assistant vice president of business affairs, said Bay's position was created above Ellingson because ASU's rapid growth required an additional top-level manager.

"Obviously friendships, work routines, policies and pro-

continued page 2

Housekeepers gripe about heat

By Glen Cress

ASU housekeepers working in campus dormitories say several workers have fallen ill because of sweltering heat and "ridiculous" working conditions this summer.

Jim Thomas, 18, a student helper with the housekeeping crew in Manzanita Hall, said he was stacking dressers when he "got dizzy" and collapsed in the unventilated dormitory, which is not air conditioned during the summer.

"It was weird," Thomas said. "Suddenly I just passed out. I woke up and the paramedics were there."

Other housekeepers, who refused to be identified for fear of reprisals from "higher

up," said the heat problem is not confined to Manzanita. Workers in Ocotillo Hall also have complained of excessive heat and poor ventilation.

"You just get weak and nauseated," one housekeeper said. "You can't hardly breathe. There's no air in the bathrooms."

However, Don Crabtree, assistant director of housing, said his office was only trying to comply with President Carter's energy conservation regulations.

"You can't turn on dormitory air conditioners unless students are residing in them," he said.

Another housekeeper said she received burns working with chemical cleansers in

the bathrooms, where ventilation is poorest and quarters are tight.

"The chemicals we use in the showers sting our faces and arms," she said. "The chemicals mix with sweat. It burns."

She added that fans provided to circulate air in the work area "don't help much."

Thomas, who took medication for a heart problem until three years ago, said paramedics advised him to "take a lot of breaks and to relax for the rest of the day."

He added his doctor has cleared him for "any kind of work" but he (Thomas) feared the heat "might cause me a heart problem."

One veteran housekeeper said turning off the air conditioning was "ridiculous."

"Housing is the only department on campus turning off the air conditioning. We're doing physical work — were not sitting down at a typewriter," she said.

"We've called the Board of Health, the Energy Commission and OSHA (the Occupational Health and Safety Administration)," she added. "But there's no law against it (no air conditioning). There should be a law against it."

Arizona law says an unoccupied building does not have to be air-conditioned.

Another housekeeper said, "We feel like our job is important. If we didn't keep this place up it would go to pot. They (ad-

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More about

Physical facilities

continued from page 1

cedures had been established (under Ellington), Phelps said.

"All of this may have a tendency to be unsettling to a large organization. It's more difficult for an upper-level manager to step into a position when a person has been there for 20 years as opposed to five years," he added.

These past loyalties were further complicated by Bay's inability to adapt his management style to a university community, sources say.

"Communication is generally at the root of most management problems," Phelps said. "You have to communicate differently to a college or university community than you do in the private sector."

"Generally in a university community the employees are much more aware of due process and in general are more astute," he added. "You have to negotiate directly with them, and share common problems and common understandings with them."

Bay subsequently was given an open job position to fill with one of his own men. He plucked Robert Fails from his job as a budget coordinator in the College of Business to be the new director of management and support services in December 1977.

According to Phelps, Fails was hired because there was need for someone to monitor budgets and other Physical Facilities activities.

But Fails' authority in the department soon became more broadly based. Bay

delegated areas such as the custodians, keyshop, warehouse and movers to Fails.

In the eyes of many unhappy employees, Fails name soon became synonymous with Bay's. They refer to Fails as being Bays' right-hand man, and complaints of alleged retaliation and harassment often are directed against both of them.

With this background of misunderstandings and misplaced resentment, the first major problem with the Physical Facilities department under Bay arose in the ASU Electric Shop in the fall of 1978.

A University police investigation into alleged theft of site materials compounded friction between shop supervisor Walt Dollbaum and some electricians.

The unrest led Bay to hand down a forced weekend overtime policy that sent the Electric Shop employees to the University Grievance Committee in January 1979.

"There was low morale," said former electrician Bob Condra. "This wasn't a happy bunch of guys. I know some men who have just gone out and hid for the day out of disgust."

Morale in the department got so low by March 1979 that the electricians pooled their resources and raised \$2,000 to hire an attorney to represent them.

According to electrician Les Locker, 20 of the 25 electricians in the department were unhappy, and "things were kind of unsettled."

The electric shop controversy rocked

continued page 5

Classes teach driving, CPR

Defensive driving classes and cardiopulmonary resuscitation training will be held Aug. 12 through 15 for all members of the ASU community.

The defensive training course will be held Aug. 12 and 13 from 12:30 p.m. to 4:30 p.m.

Dale Partridge, the University Safety Officer and course instructor, said the class won't involve

"hands-on" training, but will be a review of driving hazards that arise in city and country driving situations.

The driving class is offered once a month and space still is available in the August class.

The CPR class will be held Aug. 14 and 15 from 12:30 p.m. to 4:30 p.m. Partridge said the class is filled, but CPR training courses usual-

ly are held three or four times a month for people who get closed out of a session.

The eight-hour session is certified by the American Red Cross and the American Heart Association. Those who successfully complete the course are certified for one year.

Both the CPR and driving classes are free.

People Power



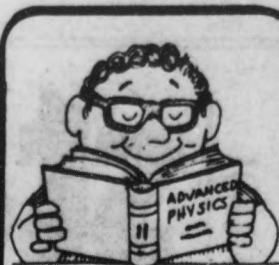
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FACILITIES ENGINEERING

continued from page 2

morale in the Physical Facilities department. Bay said he was unaware of much of the supervisory problems that were occurring and had no other recourse in the overtime policy situation. But however unfair, employees and other sources place much of the blame for the problem on Bay's doorstep.

In the fall of 1979, employees Chuck Mason and Jim Bobbett left their positions in the Physical Facilities department. Bobbett, who was director of planning and construction for three months, left in December because of what he called "poor management." Mason said he left his job as architect-planner in October because he was "harassed" out of his office by Bay and Fails.

In November 1979, Administrative Assistant Julius Ralls filed and eventually won a complaint with the University

Penick said he had earlier discussions with Bay about his hostility towards the media. Bay claimed the gag was an inter-office memo that was "taken out of context" when it was released by a "disgruntled employee," Penick explained.

The gag order eventually was revoked, but indicated that Bay was having problems handling the press and other people, Penick said.

In January 1980, the director of the physical plant, Robert Butler, left ASU for a similar position at UA. Sources say Butler was pushed out of office by Bay, and that he wrote a letter to ASU President John Schwada and other administrators outlining his complaints.

Butler has declined to talk to the State Press because he said he fears retaliation. The State Press has been unable to obtain a copy of the letter.

"Generally in a university community the employees are much more aware of due process and in general are more astute employees. You have to negotiate directly with them."

Grievance Committee claiming "continued harassment" by Bay and Fails.

Ralls claimed there was "further retaliation" from Bay and Fails, and said he has filed a complaint with the Equal Employment Opportunity Commission against Bay and the department on the basis of age discrimination.

A subsequent reprimand of Ralls by Fails was withdrawn by Penick because it was a form of retaliation and was "not justifiable," Penick said.

"I didn't think it (the reprimand) was in accordance with the grievance committee rulings," Penick said. "I think it was holding that fact (going through the grievance committee) against him (Ralls)."

Following on the heels of press reports of employee discontent within the department, Bay handed down a gag order in October 1979. Physical Facilities workers were ordered not to talk to the press.

Also in January, attempts were made by grounds construction worker Pat Hemberger to include Physical Facilities in the Arizona Public Employees Association because of "poor human relations and poor communications on the part of the administration."

According to Locker, the drive to unionize started in the Electric Shop because the workers felt they had no other way to get through to the administration.

"At the time, we could get no person on campus to listen to us," Locker said. "It was an attempt to get a voice on what was going on."

Locker said the attempt to unionize failed because of a turnover in directors at APEA that resulted in some disorganization.

Shortly after the APEA attempt, Penick called the personnel department in to study Physical Facilities when the Staff

continued page 5

Clubs to show all at MU

Approximately 54 to 60 ASU organizations are expected to be represented at the fifth annual Student Activities Fair, according to the coordinator of student orientation.

Bob Francis said groups ranging from religious organizations and University departments to campus security will set up exhibits to provide information for

new students.

Francis said he anticipates 1,500 to 2,500 new students will browse through the exhibits from 11 a.m. to 1:30 p.m. on Aug. 19 in the MU Arizona Room.

Space still is available for anyone who wishes to participate in the exhibit. More information is available by calling Francis at 965-7788 by Aug. 8.



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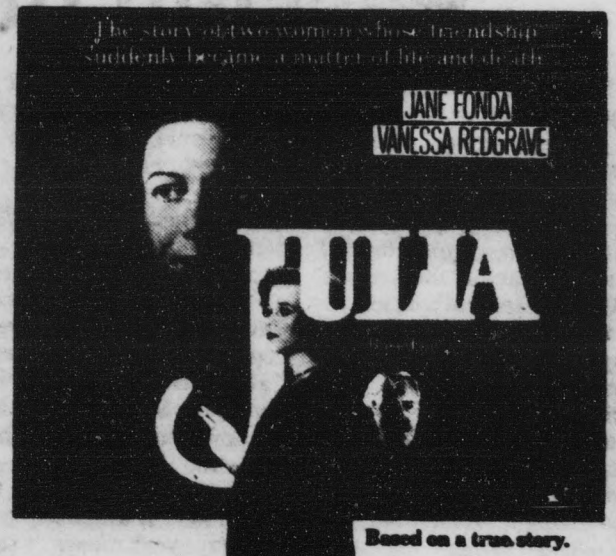
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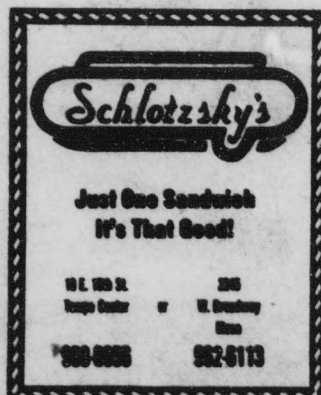
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— Mark Twain

Opinion

Dave Walker

No more B.S.

"Hey, did you see that movie Tuesday night?"

"Nope."

"They said bullshit on TV."

I actually expected that conversation to take place Wednesday morning. It hasn't yet, and I doubt it will.

KOOL-TV aired a broadcast of the movie "Network" in which that word, among others, was used quite liberally in the original presentation for theatrical release. The carefully edited, dubbed television version included that word. I think it was used twice, but I'm not certain. To say the least, I was stunned.

It wasn't the language, because I cuss. It was the location, namely network (the irony is sublime) television, in that time they call "prime."

PBS (the Public Broadcasting System) can get away with it, I thought to myself, and occasionally an

errant blue expletive will accompany a sideline athletic tirade. But I don't actually remember ever hearing that word on a network dramatic broadcast before.

Wednesday morning my curiosity prompted a call to Channel 10. A station executive informed me that precisely one complaint had been registered with the station concerning the language, and that, as far as he knew, "the word" was part of the original broadcast of the movie in 1978.

Only one complaint.

Hurrah, I say. Hurrah for affiliate management that, while not condoning the language, allowed the dramatic continuity of the program to be preserved. Same goes for the network, CBS.

It's about time the sensitive ears of television programmers caught up with the rest of the world.

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Jim Muhlstein

Passing bucks

Football before the season starts? Like it or not the ball is rolling again. The investigative series appearing for the past week in the Tempe Daily News and Mesa Tribune is to be lauded for its impact on the Arizona Attorney General's office.

Specifically, Bob Corbin says he will take another look at Legna and that "mysterious" part of Frank Kush's \$200,000 settlement that the arbiters of the settlement 1) can't recall, 2) think they might remember, or 3) would rather not talk about.

The Legna agreement allegedly promises that Kush will receive a luxurious

retirement pension and a choice block of football seats to be resold for as much as \$500 each, to his benefit.

The kicker to all this depends on your sense of humor. Only Kush's attorney at the time, Harry Cavanagh, seems to have a copy of the "agreement." Cavanagh claims ASU President John Schwada also has a copy, but who's talking? The top law officer in Arizona, who opted for the settlement in order to "save the taxpayers money," says he never heard of the Legna agreement before reporters approached him on the subject. Sure, Bob.



Letter policy

The State Press welcomes letters on any topic.

Type them, double spaced, with margins set on 60 characters. Include your full name, class standing, major and phone number. Letters that do not conform to these guidelines, as well as anonymous letters, will be

discarded. However, if it is imperative that your name be withheld, state why.

Letters are subject to editing or rejection.

Address letters to: Letters, State Press, Matthews Center, ASU, Tempe, AZ 85281.

SUMMER
STATE PRESSJIM MUHLSTEIN
Editor

REPORTERS Tricia Reason, Lori Weinraub

PHOTO EDITOR Danny Collins

CONTRIBUTORS Glen Crano, Charlie Diaz, Jamie Johnson, Matthew Liu, Doug Neibergall, Jim Walters

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Correspondence

Editor:

I hold you fully responsible for the revolting piece of ignorance printed on the opinion page on July 24 concerning Frank Kush and television. I can't really fault the reporter (who obviously doesn't know any better), for stating her shallow views, but I can't see you making a feature out of it.

Is this writing indicative of your own convictions also? Does it reflect the entire staff's cranial capacity?

That type of journalistic dogma is strictly *Enquirer* material.

Your opening comments speak of taste, poor judgment, shoddy journalism and community respectability — give me a break. Frank Kush has always been and will always be a public figure in the area, and knows more about sports than Mike Leonard, yourself and, yes, even Walter Berry put together.

Your contradictions are numerous. First you say that Kush is innocent until proven guilty, but then you blame his "reputation" for everything that has happened to Tempe but the floods. You say Kush has to pay bills and make a liv-

ing and can't be expected to crawl under a rock, but then you tell him to stay "conveniently" out of sight until "his name is cleared." You also called him an embittered "expatriate." The point is, he doesn't have to clear his name — he is innocent until proven guilty.

You speak of ratings, taste and well-qualified sportscasters "out of work across the country" — cut me some slack! Anyone who is starving probably isn't and can't be termed "well-qualified." I don't blame KOOL for wanting a good draw like Kush.

In an area where television newscasting is full of rating-oriented hiring, Frank Kush will undeniably be interesting to anyone who knows anything about sports — and that leaves you out, Tricia.

Next time you decide to give your synapses and "Rogets" (Thesaurus) a workout, I suggest you do some research on both sides of the subject in question. And keep in mind that the buck is the bottom line in any faction of the media.

Rod Conover
former ASU journalism major

Editor:

Tempe is the home of one of our nation's most overcrowded institutions. ASU enrolled 37,775 students during the 1979 fall semester. These thousands of would-be scholars rush about this spread-out, maze-like campus over busy and dangerous roads, and even through parts of Tempe's business area. Recently, a *Phoenix Gazette* article told of a \$35.7 million expansion plan for all three Arizona universities. I shudder at the thought of expanding ASU. It is too large and extremely confusing as it is now.

Commuters who drive daily from Phoenix have always had a great deal of difficulty due to the few traffic routes leading to Tempe and with the biting frustration of inadequate parking at ASU. Money for more parking lots would be well spent, but funding for more buildings at ASU is a ridiculous and impractical idea.

Because the number of students attending universities is still rising, it's obvious it is necessary for the state to invest in another university. The *Gazette* article briefly mentioned the plan for an ASU branch in western Maricopa County

which would eventually become an independent university.

Our state's population is expected to double in about 10 years. Considering a university might take 10 years to establish itself, I'm in favor of an immediate decision to build a fourth university.

The Regents have discussed the need for funding projects, and it seems there might be a 10 percent hike in tuition fees. Universities may issue construction bonds financed by higher tuition. As a student, I suggest the Regents and administrators make clear any proposed changes and inform the public where the money will be going. They might also try budgeting 10 percent of their already high tuition fees to fit their needs.

I recommend the Regents and university administrators consider their plans in terms of what will be most beneficial to the community, the students of today and tomorrow. The step toward an additional state university should be made and construction begun, but any plans for more buildings at ASU should be shelved.

Joann Finocchiaro
ASU student



More about 'Physical' problems

continued from page 3

Personnel Committee reported numerous complaints about the department.

Director of Personnel Henry Koeibl held several meetings with the workers to iron out the grievances. At one February meeting, about 150 of the 400 Physical Facilities workers showed up to complain about the treatment they were receiving.

The major problem within the department had been a lack of access to top management and a snag in communication, Koeibl said.

"I don't think the grass roots people ever got to top management," he said. "There shouldn't be a fear of employees to go through channels."

Koeibl said that charges of retaliation by some employees could be a misunderstanding of supervisory authority.

"Management has the prerogatives to do certain things," he said. "But we don't tolerate retaliation. I'm not saying there never has been retaliation, I'm just saying we've never heard of it."

However, Koeibl added that the morale problem in the department had improved over the past three or four months.

Penick said that there had been "huge amounts of complaints" and "large numbers of problems" within the department, but he did not become involved until the Staff Personnel Committee spoke up last spring.

"I don't understand why it happened. But if it's a screw-up, I'm responsible for it," he said.

"I can't discuss it (specific reasons for the problems) with you. I'm trying to get the problems we've found in this department resolved," he added.

However, Koeibl said any administration would be reluctant to fire a supervisor on the basis of extensive employee complaints.

"You've got some personnel problems when employees start ganging up to get rid of a supervisor," he said.

"If you take action to remove the supervisor, you set a precedent to remove any level of supervisor. That's a dangerous position to be in. You can build yourself some real management problems," he added.

The administration is currently trying to rebuild management in Physical Facilities. Paul McKelland was recently hired as the director of planning and construction, and applications are being reviewed for a new director of physical plant.

Phelps said the selection committee was "looking for somebody that had good communication skills and some background in University management."

Bay has been working without a contract since June 30. Since he was not notified last January that his contract would not be renewed, University policy dictates he still has reason to expect employment for the 1980-81 school year.

See related stories page 6

He can only be fired if Penick can prove substantial cause for termination, in which case Bay could contest in court or through the University Grievance Committee.

"I'm not telling him that he is not going to be here this year because it's too late to say that," Penick said. "But I'm not just going to give him a contract. It should be telling somebody something."

"What you want to do is convey to somebody, 'Hey, you better start thinking,'" he added.

Playwright joins faculty

A professional playwright who produced the longest running plays now on- and off-Broadway will be a visiting professor and playwright-in-residence at ASU in 1980-81.

Jay Broad, who has

been a visiting professor at Yale University, the University of Washington and Atlanta University, will teach playwriting classes at the undergraduate and graduate levels at ASU.

Broad, whose background includes producing and directing professional theater, is the author of "White Pelicans," "Conflict of Interest" and the stage adaptation of "To Kill a Mockingbird."

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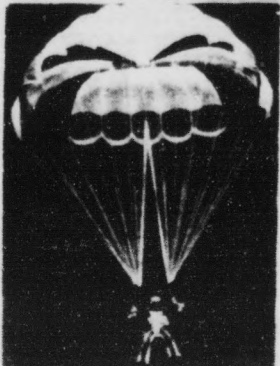
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Past conflicts within the Physical Facilities department should be allowed to die a quiet death, according to the department's assistant vice president.

Herb Bay said that former grievances shouldn't be discussed because the State Press should not "try this department."

"We want to avoid that. There's been enough tumult in the University. I will listen to anything you have to say but I will not comment on these matters," Bay said.

"Using the State Press as a vehicle of trial for this department, the University

or its employees is rather shoddy journalism.

"Any further comment on this will have to come from my attorney," he added.

Bay's lawyer, Roger Kaufman of the Phoenix law firm of Lewis and Roca, said he could not comment on the allegations because he hadn't had time to talk to his client.

Bay said he would not respond to the charges made by past and present Physical Facilities employees because "it won't produce anything useful."

"That's allegations and counter-allegations that will be printed in the press and this will go on forever. That will not satisfy anyone and will come to no conclusion," he said.

Bay said the allegations are "a retrial of past events with obscure motivation (by the former employees)."

"The State Press is their dupe. They have used the State Press as a vehicle to slander management or make any kind of irresponsible statement," he added.



Herb Bay

Electric Shop

The ASU Electric Shop, once a hotbed of discontent, is simmering down after extensive negotiations with the management of the Physical Facilities department.

Employees in the shop have "a whole new outlook," according to electrician Les Locker, who has been at ASU for 10 years.

"In the past, (assistant vice president of Physical Facilities) Herb Bay's attitude to the electric shop had been if you don't like it, hit the road," Locker said.

"But in the last month or so Herb Bay has met with us and has said he has finally come to see that we have some grievances," he added.

The Electric Shop has been one of the most vocal areas under Bay's control. In the fall of 1978, workers were unhappy with the work policies and alleged harassment of shop supervisor Walt Dollbaum.

Dollbaum had been foreman of the shop for 10 years when he was temporarily assigned to the

energy conservation program July 14.

Three electricians were accused of stealing materials from job sites. According to one of them, Bob Condra, ASU Police were ordered to conduct an investigation by Bay after the three electricians were considered "trouble-makers."

"It was a set-up," Condra claims. "They (management) just flat out didn't give a shit. Management had no responsibility for employees, and subsequently the employees felt the same way about their work."

"This wasn't a happy bunch of guys. I've seen men just go out and hid for the day out of disgust."

A March 8, 1979 State Press article reported that ASU Police had no record of an investigation. However, Sgt. Charles Erickson said he remembered an inquiry into the pilfering of job sites by campus employees.

However, Bay said that although he was blamed for

the investigation, he was not aware of the probe until it had already been initiated by Dollbaum.

According to Dollbaum, there was only a general investigation that was not directed at any one individual.

In a Jan. 28, 1979 letter to Bay, electrician James Myrtle outlined the shop's morale problems and claimed Dollbaum's actions were "undermining the very core of the electric shop."

"There is nothing but malice and hatred in the shop, the morale has never been lower than it is right now, and the efficiency in the shop is nil," the letter reads.

"Walt has made a personal vendetta against the men in the shop that he does not like. He has let it be known... that he is going to get rid of his... trouble makers."

Dollbaum said he had not harassed anyone, but that rumors and "normal every day little rubs" had been ex-

continued page 9

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ing Physical Facilities

Julius Ralls

A former ASU employee says he is awaiting the findings of a governmental investigation into Physical Facilities Assistant Vice President Herb Bay and his department before filing a formal lawsuit.

Julius Ralls, who left ASU last March, said the Equal Employment Opportunity Commission is investigating Bay, his department, ASU and "other people" for allegedly harassing him out of his job.

Ralls, 55, was an administrative assistant III at ASU from July 1969 to March 1980.

The complaint was filed with the EEOC last January

under the Age Discrimination Employment Act, which states that employees cannot be fired on the basis of age, Ralls said.

However, Jack Camden, EEOC age unit supervisor in Phoenix, said that all investigations are confidential and cannot be confirmed or denied.

Bay said he would not respond to the allegations because it might jeopardize his legal situation if an investigation is underway.

"Mr. Ralls is no longer an employee of this department, and any conversation on this matter is not relevant. Any response will have to come from my attorney,"

Bay said.

His lawyer, Roger Kaufman of the Lewis and Roca law firm in Phoenix, said that he has not had time to meet with his client.

Ralls, who now manages a nursing home and a recreational vehicle park in Mission, Texas, said he is seeking the \$3,000 it cost him to move from Arizona.

The possibility of filing a civil lawsuit against Bay and his department for further punitive damages "depends on the EEOC investigation," Ralls said.

The grievance was filed with the EEOC because of "retaliation" and "continued harassment" de-

signed to encourage Ralls to leave ASU, he said.

Bay refused to comment on the alleged harassment and retaliation.

Ralls submitted a complaint with the University Grievance Committee Nov. 14, 1979 after "95 percent of his work was taken away from him," he said.

A memo from the Physical Facilities department dated Oct. 30, 1979 gave Ralls' previous areas of responsibility — the ASU keyshop, general services and warehouse — to Robert Fails, director of manage-

continued page 9



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Bob Fails

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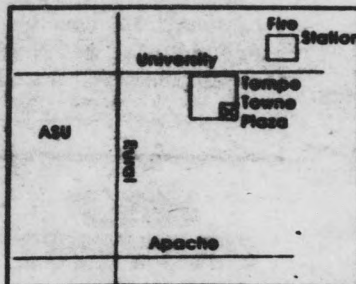
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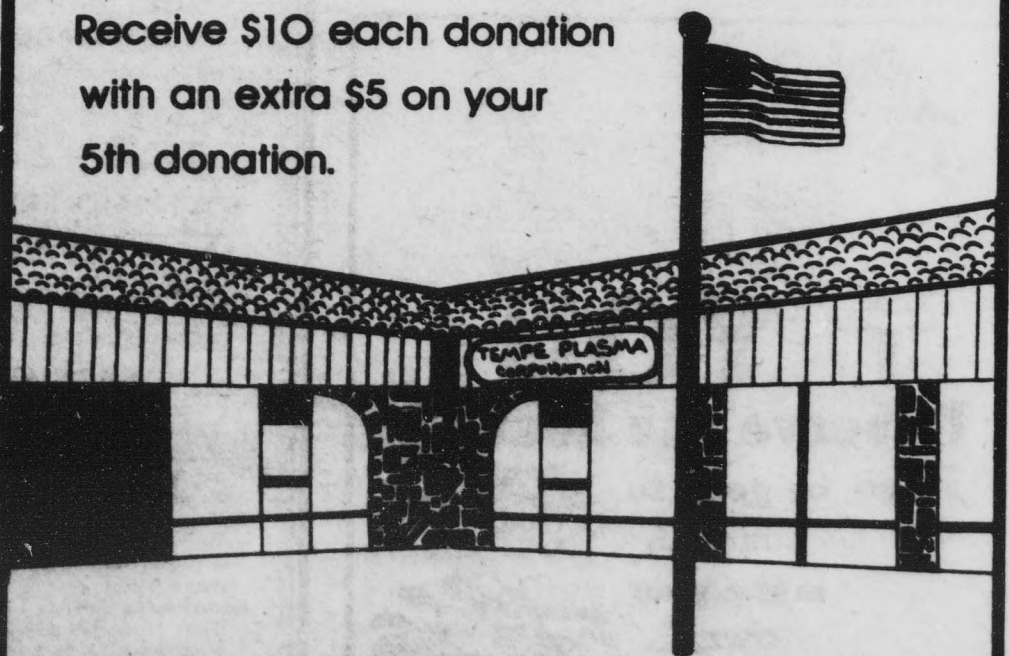
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Chuck Mason

Physical Facilities Vice President Herb Bay used harassment measures to "get rid of anybody he didn't like," according to a former ASU architect and planner.

Chuck Mason said he was one of three employees that Bay treated poorly because he did not want them working within the department.

"I left voluntarily. The problem was that slowly and surely all the responsibilities of my position were taken from me," Mason said.

He also said that this type of action was "widespread" in the department and was used against former Administrative Assistant III Julius Ralls and former Physical Plant Director Robert Butler.

However, Bay said the removal of Mason's responsibilities was within his authority and was not an attempt at harassment.

"The management prerogatives that I have are given to me by my job description. If I chose to exert these prerogatives, then that is beyond (Mason)," he explained.

Bay refused to comment further on Mason's allegations.

Mason worked at ASU from June 1976 to October 1979. He said he left because he didn't want to "fight the

bureaucracy" and is now involved in private architectural work.

Mason said morale was low within the department during that time, and that Bay was using "intimidation to get rid of" employees.

"You cannot stop subtle harassment. If you want to get to someone you will, eventually," he said. "He (Bay) appeared to run this like a military organization."

Mason's responsibilities and authority for Project Manager Tom Hight, Planning Architect Paul Fiedler and the drafting department were removed in two memos from Bay dated Jan. 9, 1978 and Feb. 21, 1978.

Mason said that Bay tried to intimidate him by moving him out of his office without prior notice while Mason was on vacation during the summer of 1979.

He said Bay gave him only the "incredulous" reason that "he wanted to move me closer to the drafting room from which he had just taken all responsibility away from me."

"He belittled my profession," Mason added. "I wanted to be treated like a professional and a gentleman, and I was not treated as either."

Butler

A former Physical Facilities director refuses to talk about his reasons for leaving ASU last January because he fears retaliation within the University system.

Robert Butler said he left ASU earlier this year for a physical plant position at UA because the job offered more money, and because of other reasons that he "could not comment on."

"Mr. Bay's (Physical Plant Director Herb Bay) philosophy of management and mine didn't agree," Butler said. There were other reasons (I left). But I'm still in the (Arizona Board of) Regent's organization, and as long as I'm there and in management I don't feel I can comment.

"It's the relations that I have to maintain with other people in the University," he added.

Butler was Physical Plant director at ASU from December 1974 to January 1980. He is presently a Facility Engineer II at UA.

Several sources connected with or formerly employed by the ASU Physical Facilities department have said Butler was harassed into leaving his ASU job by the department Assistant Vice President Herb Bay.

Bay refused to comment on the matter.

More about

Heat

continued from page 1

ministration) don't appreciate us."

Another housekeeper said she felt the administration "didn't appreciate" the housekeepers.

She added office buildings are kept cool at ASU but "they (office workers) don't work as hard scrubbing and sweating like we do."

Another housekeeper complained of neck problems after working in Manzanita.

"It was terrible in Manzanita," she said. "I could hardly breathe. It was just like an oven. My neck was tight for two days when I left there and I'm not a sickly person."

Windows in Manzanita are bolted shut and cannot be opened.

Another housekeeper said she feared she would "keel over" while driving home after work. She said she "thought I was going to have to pull over to the curb and park."

"I've been sick several times, don't make a big deal out of it. We've learned to go with it."

Bobbett

The former director of planning and construction says he left ASU after only three months on the job because "there is so much shit going on" in the Physical Facilities department.

Jim Bobbett said the department was "the most unbelievable place I've been to. They were more concerned about management and control of the department than ... with the quality and direction of the kind of work they're involved in."

Bobbett worked at ASU from September to December 1979. He said he left voluntarily because he was convinced he was responsible for campus construction that was being done without a registered architect or engineer.

He said that after he questioned the legality of the construction, Physical Facilities Assistant Vice President Herb Bay told him to drop the issue and "not to worry about it."

"Then they (Bay and Director of Management Support Services Robert Falls) got mad at me and decided I was a troublemaker," he said.

Bay and Falls both have refused to comment on the allegations.

Bobbett said Bay indirectly applied "enough pressure that I wanted to leave immediately. I knew if I stayed it would take two years to hassle it all."

Bobbett now works with his own private development company. He was the architect and designer for The Pointe Resort, 7677 N. 16 St. in Phoenix, and worked on the expansion of the Fiesta Inn, 2100 S. Priest in Tempe.

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More about

Electricians

continued from page 7

aggrated. "I may have suggested that we'd be better off with these people. I'm a very outspoken person and it's very possible that I would have said something," Dollbaum said.

Locker said there was a lot of favoritism, personnel policies ignored, and "scapegoats chosen that were harassed from day to day" within the shop.

"They have the appearance of going on. Whether they are or not, the appearance is bad news," Locker said.

Myrtle is quoted in a March 8, 1979 State Press article that friction between Dollbaum and other

employees led Bay to set an unpopular overtime policy.

Bay ruled in February 1979 that employees agree to mandatory weekend standby or be fired, a policy workers said violated federal labor relations laws.

The employees filed a grievance with the University. About 20 of the 25 electricians were unhappy enough to contribute to a \$2,000 fee to hire Tempe attorney Kelly Hocker to represent them.

Hocker indicated that the overtime policy was against state law, but the electricians could not afford to pursue the issue, Locker said.

"He indicated to us that he thought we could win in court, but we better come up with a lot of money," Locker

said. "And we just can't afford to."

The overtime policy still exists, but now allows men to trade off overtime to workers who need the extra money, Myrtle said.

Myrtle said that morale has improved in the shop since Dollbaum left.

"A lot of the trouble in our own shop was with Walt Dollbaum," Myrtle said. "He would concoct a lot of these things that it was always the front office."

"But Herb (Bay) didn't know a damn thing about it," he added.

Dollbaum said that he had always "accepted responsibility for whatever my actions were," but that he had to apply new policies laid

down when Bay was hired.

He added he should have handled personnel matters in the shop "more quietly" with "more individual effort."

"Reflecting back, I'm sure it (my actions) couldn't have aided it at all," Dollbaum said. "But I don't think the solution to the Electric Shop is getting rid of me."

The electricians are hoping that Bay will hire a new supervisor from within the shop, Locker said.

"We feel we'll have a voice up in the front office," Locker said.

"We have real hopes of coming to a satisfactory arrangement so we can all feel as part of the University."

More about

Ralls

continued from page 7

ment support services.

Another memo dated Nov. 8, 1979 shows a change in routing of mail distribution and incoming work requests for 11 department areas. All duties had been previously done by Ralls.

"They (Bay and Fails) didn't want me to have connections with people on campus. I saw that things were done, but they wanted everybody to come to them," Ralls said.

Fails told the State Press that he could "categorically deny that there was any retaliation or harassment of Mr. Ralls."

Ralls said Bay also tried to intimidate him in September

1979 by moving Ralls' office from the front lobby to "as far to the back door as possible" while he was on vacation.

"I had no (prior knowledge) of it," he said. "When I came back I had been moved. It was another form of harassment."

The grievance committee ruled in favor of Ralls on Jan. 16, 1980. It instructed Bay to give Ralls a new job description and to refrain from retaliation.

However, Ralls said his work was never returned to him and that the harassment continued in the form of a reprimand from Fails when he took sick leave. The reprimand was later withdrawn by Vice President of Business Affairs Jack Penick.

"It didn't appear to me that it was a justifiable act. I didn't think it was in accordance with the grievance committee rulings," Penick said.

"I think it was holding that fact (going through the grievance committee) against him (Ralls)," he added.

Ralls said the grievance procedure was "a farce" because "there was nothing

in there that they followed. I was supposed to have won but I didn't."

"They (Bay and Fails) knew there was retaliation. They know exactly what they did. They were after me and they were going to get me any way they could."

Ralls said he also filed grievances with the Department of Labor and the Fair Labor Board, but has not yet heard from the two agencies. He said he expected the results of the EEOC investigation within two or three months.

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CONCERTS
George Benson will perform at ASU's Gammage Auditorium in two shows at 7 and 10 p.m. August 14. Co-sponsored by Gammage and ASASU, tickets for the shows are on sale at Gammage and Diamonds' box offices for \$10 and \$12.50.

ACTIVITIES
Julia, starring Jane Fonda, will be shown at 7 and 9:30 p.m. July 31 and August 1 at the MU Cinema. Admission is \$1.50 for students with ID, \$2 for all others.

Stevie Wonder in concert will be shown on the videotape machine July 31 and August 1 in the Rendezvous Lounge of the MU.

OFF CAMPUS
Scrabble players are invited to join the Phoenix chapter of a national Scrabble society. Beginners, experts and "just average" players should report to the Sunnyslope Community Center, 902 E. Vogel, Phoenix, on the second Saturday of each month. Tournament action starts at 1 p.m. and admission is free. Bring your own board.

—July 31+August 14 Hans Olson at Highs
—August 7 Ronnie Milesap at Civic Plaza
—August 8 Allman Brothers at Mesa Community Center Amphitheater
—August 9 Jackson Browne at Compton Terrace
—August 9 Manhattan Transfer at Celebrity Theater

—August 12 Foghat at Compton Terrace; Poco at Phoenix Civic Plaza (cancelled)
—August 18 Tim Welsberg at Dooley's
—August 21 Ambrosia at Celebrity Theater

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½ month free with 3 to 12 month lease. Newly redecorated. Studios, 1 and 2 bedroom. Starting at \$255. Quiet living for the serious upper class and graduate student. 1 block to ASU. Pool and laundry.
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Two bedroom condo located between Tempe/Phoenix. Pool. Well maintained surroundings. \$331 per month. Call 988-5071.

FURNISHED APARTMENTS. Studio, one- and two-bedroom. Upper classmen and graduate students. Near ASU. 988-2700.

HOUSE FOR rent near Kiwanis Park. Unfurnished, \$450 month. 4-bedroom, 2-bath, storage shed, refrigeration, air cond., water softener, large fenced yard. Nicely landscaped. 988-1501 evenings.

IDEAL FOR faculty, staff, serious graduate student. Two bedroom townhouse, washer and dryer, pool, quiet area. Near ASU, freeway, walk to shops, express bus. \$350 per month. Call 838-8252 after 8 p.m.

STUDIO APT. in house very close to campus. Unfurnished \$180/month incl. utilities. Call Mary Lou, 988-2004 or 981-8414. Avail. Aug. 1.

TWO BEDROOM townhouse, unfurnished, 1½ bath, all appliances, patio, pool. \$400/month. 44th St. & Broadway area near ASU. 258-2477, 934-2211, ext. 203, Mr. Lopez.

WALK TO ASU, unique 2-bedroom adobe house, modern custom kitchen. Evap., fenced half-acre yard, big trees. \$375. 985-4375, 988-0855.

SUMMER SPECIAL

See us first for summer discount special total move-in \$250. Expires 7/11/80. Studios, 2-bedroom, 2 bath, 2 pools, covered ample parking. Furnished and unfurnished. Convenient to everything. Family and adult section. Children and pets welcome.
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LIKE NEW 4 12x15 LT wide Climber tires with Chevy spoke wheels, \$250. 987-2342, Jim.

PERNIER MINERAL Water 23-oz. \$1.10, Pabst Beer \$1.99, LaPaz Tequila \$3.99, used pocket books 25c, imported beers, cold wines, snacks, Haagen Dazs natural ice cream. Rundle's Liquors and Market, University and Mill Avenue. 987-9079.

RENTING? INVEST! Mobile home, excellent condition, 1-bedroom, spacious, many upgrades, dishwasher, low space rent, walk or bike to ASU, 1978 model, 985-7430, 987-4388.

Help Wanted

\$5 CASH \$5 paid for class rings, wedding bands, dental gold, necklaces, etc. Free in home estimates. Call 247-3480.

FEMALE OR male: Valet needed to park and retrieve our customers' cars. Prefer one person, Mon.-Fri. 9 a.m.-6 p.m., but will consider part-time people 9 a.m.-2 p.m., 2-6 p.m. (hours not negotiable). Will be cross trained in other varied duties. Must have clean driving record. Chauffeur's license preferred. Salary starts at \$3.50 per hour depending upon full- or part-time availability. Apply in person: Imperial LithoGraphics, 210 S. 4th Avenue, Phoenix.

GRAPHICS ARTIST needed for sign layout, stencil cutting. Knowledge of wood helpful, good at press-on letters. Must be fast but articulate (steady hand). Full-time, but will consider part-time. Min. wage, 6-5 daily, some overtime at time and a half. Portfolio required. Apply at 2128 West 7th Street, Tempe, 988-9300.

I NEED help. Start tomorrow earning up to \$7.00 per hour. Full- or part-time. Car needed. Phone immediately, 835-1353.

NEEDED: ATTENDANTS to assist students who are disabled in activities of daily living. Start third week in August. Salaried positions. Contact Neil in office for Disabled Students, 985-6482.

SR. STAFF engineer. ADRIUSound is interested in hiring a Sr. Staff Engineer with an MSEE degree and preferably a PLDEE. The job requires the ability to conduct independent research in image processing and an extensive background in electrical engineering, computer science and pattern recognition techniques. The successful candidate will define, implement and supervise a research program in image processing as it applies to diagnostic medical imaging. Please apply at the Department of Economic Security, 1457 W. Alameda Dr., Tempe, AZ. An equal opportunity employer m/f/h/v.

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YOU CAN test the heat and earn good dollars for flexible part-time hours this summer. Try it. 987-8550.

Miscellaneous

PAYING TOP \$5 for that gold class ring you never wear. Buying all gold. For info, call Rich, 985-9835.

PHOTO IDENTIFICATION cards proof positive, laminated in hard plastic. Send \$1.00 and S.A.S.E. for details and application to: D & J Productions, Dept. S, Box 252, Tempe, AZ 85281.

Personal

FEMALE COMPANION need 2 to 3 nights. Women handicapped. 4:30 p.m. to 8:00 a.m. 836-1554.

IMMEDIATE CASH for class rings, sterling, anything marked gold or silver. Will pick up. Private collector. Call Barb, 988-4919.

Roommate Wanted

FEMALE WANTS to share 2 bedroom, 2 bath condo with same. Nicely furnished and mellow atmosphere with washer/dryer, dishwasher, small patio, pool, and covered parking, 3 miles from ASU. \$185 and ½ utilities. Call 834-7824.

ROOMMATE WANTED to share large 2-bedroom apt. East of ASU. \$112/month plus ½ utilities. Call Mike, 988-4217 or 833-1221, ext. 309.

SHARE MODERN 2 bedroom, 2 bath furnished house. Non-smoker. Dobson Ranch area. \$200 and ½ utilities. Ken, 838-4221.

TWO MALE roommates to share two-bedroom plush apartment in Tempe. Available August 10. \$115/month. Tucson number, 1-298-4191, 1-824-0700.

TWO FEMALE roommates for house two miles from campus. Call Vivian, 988-9270. Room furnished.

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PROFESSIONAL, REASONABLY priced resumes designed especially for the college student and recent graduate. Call 835-0529.

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TYPING. \$1.00 per page. Quick and neat. Very close to campus on Apache. Lisa, 988-5556.

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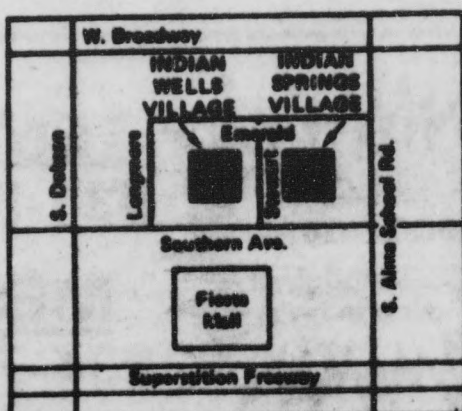
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