

- 'Bout half an hour ago.

- First, the President of the United States to push for Congressional action to implement the the recommendation to the present commission on civil disorder, urge our senators and congressmen to pass open housing legislation and call in city officials, insisting that they show greater concern for the grievances and problems of the black community. That's the first demand, to sign this statement. The second is that Doctor Knight use the powers of his office to push for the establishment of the \$1.60 minimum for all Duke employees as the first priority in Duke financial planning. This is not saying that Doctor Knight get \$1.60, you know, before we leave it, merely that he use the power of his office to make this the first priority in all financial arrangements. (chattering) The third is that Doctor Knight resign from the Hope Valley Country Club which practices segregation. The fourth is that President Knight appoint a commission of students, faculty, and workers to study and make recommendations concerning collective bargaining and union recognition at Duke. So basically, sign this petition that goes in the Durham Morning Herald, push for the establishment of the \$1.60 minimum wage, resign from ... (cheering and laughing) Resign from the Hope Valley Country Club, and appoint the student-faculty worker group to make recommendations about setting up a union collective bargaining at Duke. Now, really, we've said a lot about the Hope Valley Country Club thing. I guess our logic there has been primarily that Doctor Knight, as the President of Duke University, really isn't as morally committed to discourage segregation in any form in this community and to actively work for racial harmony and the symbol, it seems to many of us, of segregation in Durham is the Hope Valley Country Club.

- Who?

- Jack. Uh, but this, and actually, placing the signature on the advertisement we placed in the Durham Morning Herald are considerably the two lesser important actions that Doctor Knight could take. And resigning from Hope Valley's really important as a symbolic act, but the actual raising of the minimum wage to \$1.60 and the beginning of establishing collective bargaining in a union at Duke, I think are far more important in their alternate benefit to blacks in this community. And I think these are the things that we're really most concerned about as we press our demands.

- Jack, I hate to interrupt but there's somebody important that has to see Sue Newbold right away at the front door.

- Is Sue Newbold out here?

- Yes!

- Okay. (chattering) A question has arisen with people outspoken with? This morning we made certain commitments and we decided to involve certain people outside ourselves, for instance, Local 77 and as Pete

Brandon told us that may mean some people, if this isn't successful, may get fired and find it very difficult to get work in Durham. We have also been involving the black community in Durham and, by involving the black community, we're giving them expectations, and if we fail them, and if we fail these expectations that we've raised ... What? (chattering) With them this morning, and when we involved other people, I think the commitment solidified our priorities. Now, we just had word just now that our asking the other people in this community to support us and to work with us, is starting to begin Local 77's strike committee is planning and mobilizing right now for a strike with state money. (applause) The plannings for the strike tomorrow night, and this planning will be going this evening as this situation develops to see exactly how we can, how Local 77 and we can best work together to achieve the ends we want. Now, I think, when we think in terms of Local 77 and the Durham community, and perhaps even national press coverage, the important issues are not the two symbolic ones: either signing the statement or resigning from Hope Valley, but there rather the more substantive ones: first, the minimum wage of \$1.60, in which we're asking President Knight to declare that as top priority in this university, above anything else including faculty-staff salaries. Because this is something we can say to the people in Durham and to the workers and to anybody else who is concerned with what we're doing. Here we are getting actual improvement in people's lives, by what we're doing. It's not a symbolic act, it's something that is actually moving to give them a better life, to afford more of the opportunities to them that America should offer to everyone. The second issue is setting up a committee made up of students, faculty, and workers, to set up a way of setting up an election so that the workers at Duke can have a bargaining agent if they want it. Now, this is important in a number of ways, first we are demanding that workers be included on this committee. President Knight said in Chapel today that workers would be included on some such committee. The second thing is that this issue is important because the idea of a bargaining agent means that employees at Duke University will have some control over their own lives. That's exactly why we're here today, to see how much control we have over our lives, and if we are successful here, I think we'll be giving them, the people who Martin Luther King was working for in Memphis on the same issue, but we'll be giving Durham people some control over their lives, over their relation to the people who are hiring them or firing them or trying to deal with the other issues like seniority and work conditions and grievances that are connected with their jobs. And these too I think are really important things because if we don't get these two and we get the other two, we've let down the people who are counting on us. We'll go out of here feeling good, perhaps, but they won't, and those are the people who we all, we're in a position that we're hards, we're all at Duke, and we all have a good education in front of us. Society's gonna open up for us. What we're trying to do here is to open up society in some small way for other people, and we have to get these small openings, and this is our start. The \$1.60 minimum and the committee to set up some sort of process of recognizing an official bargaining agent for the employees at Duke.

- Are there any questions for our demands? Yeah?

- How can you guys save this is Doctor Knight grants some of the demands regarding (inaudible) to his office?

- No, this is not been our commitment, our commitment has been to ask for all four demands. That we've held open the option at all times of talking with our leaders with our negotiators and seeing what they say

about what is a conceivable settlement, but we have said we will stay here until these four demands are met. (applause) (inaudible) Of interest to you, kind of is news and about if things go well with us, it may be of interest to you as far as action goes. Let me just read this statement. North Carolina State University is planning a white folks march on the governor's mansion tomorrow, Sunday. They leave, whatever the name of their student union is, on State's campus at 12:30 pm and march to the mansion. The demonstration will be illegal in that the mayor has banned all demonstrations. Bail has been arranged for, and they expect some arrests, but not plan to march with less than 150 to 200 people. The demands include that the governor reconvene the state legislature to deal with open housing, raising the minimum wage of the state, repealing the right to work law, invoke the clan charter, implement the Kerner report, (cheering) deal with (inaudible) (clapping and whooping)

- And don't hire him as our press people!

- What about backing Senator McCarran? (laughing)

- Hey wait a minute, Bob, wait five seconds. What's the hang up? What's the hang up? What's the hang up?

- In his integrity, the mind is bloated and is ...

- Sorry about that.

- Which would ultimately lead to his death. And he struggled with every ounce of his ...

- Do we want this up, we don't want this up.

- ... save that society from itself.

- (inaudible) The statements are minor.

- You got the statements from (inaudible) to be sent?

- Okay, how long's it gonna take?

- Just pull it off, Scott, flip it over on its back like this so you'll know it has been requeued. Push the thing, that's a boy, take it easy Scott, that's it. Okay, I'll feed it to you in five seconds. Starting now.

- Uh, now it is my understanding that the employees of the dining halls are being called out on strike by Peter Brandon at midnight Sunday night. I think this is most unfortunate, I think that this is a very, very bad time to call this kind of a strike. I think that if there are grievances to be worked out, they should be worked out in the coolness of the days following these few emotional days that are going on. Now, the Duke University dining halls have the responsibility of feeding their students of Duke University's. We're going to carry out these responsibilities to the best of our ability. Now, we're concerned about the health and safety

of our women students. In view of the situation in the cities throughout the country where there are now riots going on, and the threat of a riot in the city of Durham, I feel very strongly that we must be concerned about the health and safety of our women students first of all.

- Feed us in whatever you got now.

- Okay, stand by, next one, and what's this one, Scott? Oh this is more of Ted Minah, and, uh.

- Could you stand by for about five seconds, I wanna tell some people?

- Okay, hold on. Five seconds from now.

- Now in view of that fact, the dining halls will be open to serve all women students. We will first of all open the east campus union for women students, whether or not they're on the board basis. The east campus students will not be open for any men students unless we have enough employees to justify it. We will, if we have enough employees, open Gilbert-Addoms dining hall second, and we will also open the graduate center dining halls only for the women and residents in the graduate center and in Hanes house, whether or not they're on the board basis. We will open the west campus dining hall, in the blue and white room, and possibly the Cambridge Inn if we have enough employees remaining. We know that we have enough supervisory employees to supply food for the girls. We hope that we will be able to open in the blue and white room to serve students if necessary on a restricted choice of food, however we will make every effort to provide food for the men on the Duke campus.

- Okay Evan, we are getting our second feature lined up, could you use the time track?

- Uh, yeah, it's 17 and a half minutes before nine o'clock, I've got something here from Ben DeWaldi, want that?

- Yes, yes we're picked up, give me up two for readiness.

- Okay, five seconds from now.

- Jackson mentioned that he wanted to record it, would you like to do the same?

- Yes, sir, I had that going now.

- Alright, the information that he gave me, Scott, was that, though he didn't identify the source, there seemed to be considerable evidence that there might be a strike, and he wondered what the decision of the university might be. We would certainly hope that there would not be a strike, but should there be one, we of course, have our responsibilities to students, patients, and others in the university community to continue services and we would make every effort to do so. As I say, we hope that, excuse me, that there would not be a strike and that if there is, our employees would continue to come to work as scheduled to

carry out their share of these responsibilities to students, patients, and others. We much prefer to continue the sort of thing that we've been doing for the past three years, that is, we feel that there's been much progress made through meetings and discussions. Members of the administration have met with Local 77 people, some nine or ten times over the past three years. As a matter of fact, we had the most recent one of those meetings only yesterday. The, I think the tenth meeting, and there's every reason to believe that many more improvements will continue to result from these continuing discussions. At this meeting yesterday, we and administration agreed to convey several items to the personnel policy committee for consideration. Three of the major items were, number one, the \$1.60 minimum and 45 cent per hour increased; number two, written university-wide procedures regarding warnings and dismissals; and number three, recognition of Local 77. We informed Mister Edward McNeill, their president, that he would receive a written reply on these items immediately after the action taken by the personnel policy committee is completed. We do very sincerely hope that employees and students and others will calmly and unemotionally weigh and evaluate all information, and all emotional appeals made to them to take or to support any rash or disruptive course of action.

- Are you there?

- Uh, (inaudible).

- It's good enough, Bob. Uh, Bob, you were telling me?

- Okay, feed is Minah now, are you ready?

- Minah in three seconds. Two, one ...

- University dining halls have a about 103 students employees. These student employees have always contributed a great amount to the service of the dining halls. I hope that these students will continue to come to work and to help out. I realize and I certainly can understand the position they're in, but I do hope that there are enough concerned student employees who feel that we do have a responsibility to the students to help us out, and I appeal to all students who are so willing to come and help.

- This is all students and not just students that have been previously employed by the dining hall?

- That's right, all students.

- That's it.

- Word tonight, and this will take a few minutes, be patient with me. The negotiations are not completed, so tonight we will stand fast here, stand fast here. Let me say about the negotiations and about the negotiators: I have very strong faith that (inaudible).

- As soon as you want, I'll turn it off. You might be able to (inaudible). Just let me know when you get there,

okay?

- Let me say this, when we started this march, I had strong faith in your three negotiators, and my faith from what I've heard in there has overwhelming. We are going to get, I sincerely believe, every one of these four points. (cheering and applause) As I say, the negotiating is going exceedingly well, and I'm quite confident; however, as Doctor Strange indicated earlier tonight, we ran into a serious problem, a problem that made me say these negotiations are not completed tonight. The man whom we came here to ask for this leadership to bring Duke University into the individual tomorrow. We'll have men along the main quads, standing, solidly for Martin Luther King. We'll have signs, we shall not be moved, we will try to witness as best we know how to the university's community, the union people, and to the world at large. This will be an act that will keep us not, as I say indoors, it will keep us out, with rain we'll shine until our four points are satisfied. Yes?

- I have a suggestion that this new sort of spirit that's entered in the whole business be communicated as soon as possible to the campus at large and possibly over DBS tonight, and particularly the sort of role that Doctor Knight plays in all this, having, you know, worn himself to the post, and now assuming a role of almost leader, our leader, that instead of ...

- Please sit back down again.

- Expressed here by your determination to stand fast and support us so that we can achieve these four points, has given me great help and great support. We must all move to this quad tomorrow and stay there through all day tomorrow and all tomorrow night and into Monday, until our negotiations are resumed and completed. We will expect both the men students and the women students to stay and spend the night with us. East campus will sign you out to the main quadrangle (shouting and clapping)

- Jack Boger?

- Yeah.

- Would you come and give an announcement to the rest of the campus about what's happening, please?

- Shhhh!

- Speaking candidly, we almost have a resolution to this before that would be an alternative. We'll discuss strategies as to what we do from that point on when the point arises; I don't think there's any necessity to do it, to discuss it right now. We've handled the strategy of where we go from here as the negotiations have developed and I think that's what we need to do. We're not ruling out any type of action except the next action which we will take, is on the quadrangle in a massive demonstration night and day, and that's where we go from here until we decide otherwise. And the effect is we're getting to multiply, the effect now has started a strike. Call for Sunday night on the quad, we're seeing a snowballing. Our effect now will be a double effect on the quad, it'll support the union, the union is out on strike. The union is what we want to

see succeed at Duke and this effort I think intensifies our efforts in that respect. But I really hope that you just listened because I just finished talking to somebody who's just came down from New York 'cause she was interested in what was happening here, and she just told me, I just called it, she talks about something tonight when we were out to dinner. And I have predicted that something like this could happen, where the help of one of the participants would be as it is, and she said that this had happened at various other colleges, and that this was one of the, when they really got down, this was the only way out. Now I'm not, the problem is, the problem is, is that a lot of people don't wanna be as cynical as that. That's obvious, and I don't like to be cynic and I'm nervous as hell. The thing is, is that I think that right now, more than ever, let me just give you three different experiences that happened tonight. I had helped organize a conference, I wasn't able to be here most of the day, but I had talked to a lot of people on campus in the dining hall, people I never known before, never been in any kind of movement or anything like this. They were not only curious, they were very interested and very supportive. Another thing is, is that I was at a bar tonight with some of the speakers who had come to the conference, and one of them was betting me that we wouldn't stay here until all four demands were settled, and I was saying, I was just kidding around, and saying, damn right they're gonna stay here. I say kidding around partially.