

Ax lowered on worker health agency

By Charles Piller

Assistant Managing Editor

This year's state deficit and the IOU controversy have grabbed all the headlines in recent weeks. But the Deukmejian administration has far from forgotten to think ahead to next year's budget cuts — which could dramatically relax protections for the state's workforce. One such cut, if passed by the legislature, threatens to transform Cal/OSHA — the state's equivalent of the federal Occupational Safety and Health Administration — from its present position as a leader among such state programs to a mere shadow of its former self. The legislature probably will discuss the cuts in mid-March.

Deukmejian has slated reductions of approximately \$4.9 million, paring back the agency payroll by 88 slots. But the new administration insists that protections for the state's workforce will stand firm. To this end, all on-line plant inspectors are carefully retained under the proposal, and the budget document notes that "the program will continue to maintain a larger inspection staff than most other large industrial states." Instead, savings would be extracted from the support and resource personnel. These cuts include all staff physicians, seven of 12 lawyers, 25 of 30 senior and supervisory industrial hygienists and safety engineers (who have the responsibility to oversee and instruct on-line inspectors) and almost half the agency's support staff.

This could be exacerbated by the federal government, which provides matching funds for the Cal/OSHA program. The new Reagan budget suggests a 10



While on-line plant inspectors are to be retained, critics believe cuts in support staff will cripple Cal/OSHA's ability to enforce health and safety standards now protecting workers from such hazards as exposure to toxic substances.

percent reduction in such expenditures for the next fiscal year.

Despite the retention of inspectors, critics of the proposal believe the new administration has nothing short of crippling the agency in mind. Mike Schneider, former deputy chief for safety, warns that the new budget would "have a devastating affect on field operations. The specific cuts eliminate all the important auxiliary services for the safety and health professionals to work effectively."

Former Cal/OSHA Chief Art Carter left his post, like Schneider, when the new regime took over. Carter points out that Deukmejian is "careful not to make cuts in existing enforcement, instead gut-

ting the research and development department, which has been responsible for some of the most important standards."

The elimination of most of the staff lawyers — who have developed a reputation for aggressively going after serious violators — could have a dramatic impact on employer compliance, according to sources inside the agency. Right now, approximately 15 percent of standards violations are considered "serious." These generally are the cases which carry the greatest penalties and consequently end up in litigation. With such a large reduction in legal capacity, says

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'Historic' ruling: UC housestaff are employees

University of California interns and residents are employees as defined by the Higher Education Employment Relations Act (HEERA), the labor law governing university employees. This is the long-awaited decision of the Public Employment Relations Board (PERB — the agency which oversees and enforces HEERA) in response to an unfair labor practice charge against UC filed by the Physicians National Housestaff Association. The PNHA charged that UC illegally ceased "to make payroll dues deductions on behalf of PNHA for the housestaff in the university's post-graduate medical training programs." The university had argued that because housestaff are students, they do not qualify for employee rights under the HEERA.

The decision could have significant impact in two ways: it will pave the way for the possibility of eventual union elections for housestaff at UCSF and other UC campuses. Interns and residents thereby are afforded the same rights to elect a collective bargaining representative that other university employees now enjoy. As a precedent, the PERB ruling could assist efforts of public university housestaff in other parts of the country to gain employee status.

Claudia Cate, UC's attorney on the case, had not yet seen the decision when reached by *Synapse*, but commented that the National Labor Relations Board had

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America's racism, poverty subject of multi-media show

By Errol Lobo
Editor-in-Chief

When Jacob Holdt put together the first slide presentation of his *American Pictures* in 1976, he had no idea that his slide-show would develop into an internationally acclaimed multi-media presentation. Holdt had just returned to his native Denmark after having spent five years traveling across America. From the "shanti-towns" of rural Louisiana to the gigantic estates of some of America's most wealthy families, Holdt was able to get a glimpse of America's contrasting lifestyles. His travels exposed perspectives of the lifestyles of poor and destitute that are unfamiliar to "mainstream middle America."

Each of his experiences was recorded in a diary and photographed. By the time he left America in 1975, he had accumulated some 15,000 photographs and slides. Inspired by the tragic assassinations of close friends, prison reformists Popeye Jackson and Sally Voyer, Holdt decided to use his slides to demonstrate the plight of the poor in America. The slide show, which has been revised several times, contains 3,000 slides, with a running commentary by Jacob Holdt and music by some of America's top artists. (UCSF performance, February 22 at 5 p.m.)

Instant success

The first few showings of Holdt's *American Pictures* in Denmark were very successful. This prompted Holdt to take his presentation on the road. By 1977, *American Pictures* had been seen in 14 European countries. Moreover, he had also published a book containing his pictures and his experiences, which later

was published in six different languages. Holdt nevertheless remained unsatisfied. "He felt that it was wrong to profit from pictures depicting the misery of the poor," Howard Penderhughes, a spokesperson for the American Pictures Foundation told *Synapse*. Hence in 1977, with the help of the Danish Foreign Ministry, Holdt formed the American Pictures Foundation. The ultimate goal of the foundation was to use some of the profits from the slide show and book receipts to finance special projects in Africa.

Money for orphans in Zimbabwe

One of the most recent contributions of the American Pictures Foundation has been to fund the building of a boarding school in Nyafaru, Zimbabwe. The school houses 600 orphans whose parents were killed in the recent civil war. The foundation also is funding a collective farming project to be run by "ex-guerrillas." The main intent is to create a commercially viable farm system that will function on a competitive basis with some of the European-owned farms in Zimbabwe. According to Penderhughes, the foundation's decision to concentrate its efforts on Zimbabwe is due to two reasons — the geographical location of Zimbabwe in relationship to South Africa and the desire to prove that an African country "destined to doom" by the western world can rise above adversity and become self-supporting.

"Zimbabwe's unique agricultural infrastructure should help," claims Penderhughes. "Zimbabwe has the ability to grow enough food to feed all the surrounding African countries and make



The carefree style of Danish photographer Jacob Holdt (above) won him friends throughout his American travels.

them less dependent on South Africa for their food." The Danish Government has pledged to match any foundation funds for the African endeavors.

Back to America

With the huge success in Europe and the acclamation given to *American Pictures* at the San Francisco International Film Festival in October 1980, the American Pictures Foundation decided to open a permanent branch in San Francisco. The office and theater is located at 3349 20th Street, and shows are Thursday through Sunday at 8:30 p.m. *American Pictures* has been seen throughout the west coast and there are

now requests from the East and Midwest.

The impact of *American Pictures* on American audiences has been similar to that in Europe. While both the European and American audience have left the show depressed and dismayed, the American audience has been touched in a rather personal way. To deal with some of the problems presented in the shows, the American Pictures Foundation offers an anti-racist seminar as an extension of the slide show presentation. "The normal reaction of the audience is to be extremely moved and left with an open can of

Continued on page 6

Time to examine research ethics

Department

Announcements

Spirituality and healing group to discuss therapeutic touch

The new study and support group organized to address the relationship between spirituality and healing plans to discuss "Therapeutic Touch" tomorrow, February 18. Leading the discussion will be Jean Sayre-Adams, from the Alternative Therapies Unit at SFGH. The group is open to all members of the UCSF community, and meets Fridays from 12-1 p.m. in C-209.

Poetry reading this evening

Gerda Fischer-Darosci and Ilse Sternberger will hold a free poetry reading this evening (February 17) at 7 p.m. at the Sunset Bookstore (2161 Irving St.). Fischer-Darosci reads often at the Writer's Salon of the Jewish Community of the Bay Area, and will read poems from her autobiographical novel *Gateway to My Mind*. Sternberger, whose works have been published in Europe, Israel and the U.S., will read poems from her novel in progress, *Down from the Linden Tree*.

Industrial hygiene for non-industrial hygienists

UC Extension is sponsoring a short course in "Fundamentals of Industrial Hygiene for Non-Industrial Hygienists," March 3-4. Fee for the class is \$100, and education hours are available for physicians and nurses. The class will be held at the UC Extension Center, 55 Laguna St., San Francisco. For information, call UC Extension, 642-1061.

Symposium on emotions in health and illness

"Emotions in Health and Illness: Applications to Clinical Practice" is the second symposium in the MIND AND MEDICINE series being offered by the UCSF Department of Psychiatry. The symposium will explore emotion from a practitioner's perspective via a selection of the most clinically relevant and innovative work in the area. The presentations are designed to enhance the practitioner's understanding of the multiple facets of emotion and how these may be applied therapeutically and preventatively. Designed for physicians, nurses, mental health practitioners and clinical and behavioral science investigators, the symposium is offered at a reduced rate to UC staff. The conference will be held February 26 and 27 at the Holiday Golden Gateway in San Francisco. For registration material or information, contact Avelen Blumenstock at 681-8080, ext. 1554 or 256.

Public Service Award nominations still open

There is still time to submit nominations for the **Chancellor's Award for Public Service**. Faculty members, students and staff employees of UCSF who have performed outstanding service to the campus and/or to the community are eligible for nomination. The deadline for submission of nominations is February 24, 1983 in the Chancellor's Office, S-126. The award ceremony will be held on April 5 in Millberry Union.

Systemwide affirmative action coalition meeting

This is to announce that the University of California Systemwide Student Affirmative Action Coalition will meet here at the UCSF campus Saturday, February 19 from 12 noon until 6 p.m. and again on Sunday, February 20 from 10 a.m. until 2 p.m. The systemwide conference will be held in the Chancellor's Conference Room, Room S-118, on both days. Issues to be discussed will include the UCSF and UC issues affecting student affirmative action. All students interested in the future of student affirmative action, particularly from registered campus organization leadership, are encouraged to attend. Any questions may be addressed to the Associated Students Office, care of Executive-Vice President, 666-2010.

UCSF student affirmative action meeting tomorrow

An organizing meeting for the UCSF Student Affirmative Action Coalition will be held at 12 noon, February 18, at the ASUC Office, MU-249. All students interested in the future of UCSF Campus Affirmative Action, particularly from registered campus organizations including Chicanos in Health Education, Black Students Health Alliance, Health Education and Mobilization for Filipinos, Asian Health Caucus organizations, are encouraged to attend.

Health condition of Central American refugees addressed

Dr. Lisa Solinas, member of the Bay Area Committee for Health Rights in El Salvador and physician at the Adult Medicine Clinic at the Mission Neighborhood Health Center, will speak next week on the health condition of Central American refugees in the Bay Area. Her presentation will be held Tuesday, February 22, at noon in N-721.

Founders Day Kick-Off party March 4

UCSF will celebrate its second Founders Day on Saturday, March 5, 1983. On Friday, March 4, from 3-5 p.m. there will be an all-campus Kick-Off Party in Millberry Union gym to begin the Founders Day activities and to acknowledge UCSF staff for their many contributions to the campus.

Because of the importance of this event to our campus, a convocation is declared from 3-5 p.m. on March 4, in accordance with Staff Personnel Policy 425.9, and with the stipulation that usual levels of patient care will be maintained and essential services provided.

Planning party for June Disarmament Arts Festival

Bay Area Artists for Nuclear Disarmament (BAAND) is having a planning party on Tuesday, March 8 (wine and cheese) for their June Disarmament Arts Festival. The arts festival will include all art forms — visual and performing. Bring your ideas; all levels of participation are welcome. 7:30 p.m., 10 Washburn St. between 9th and 10th Ave. For information, call 552-7304.

Women Against Violence slide show

The Women's Medical Student Association is sponsoring a slide show presentation from Women Against Violence and Pornography in Media, to be held today, February 17 at noon in HSW-302.

Financial Aid Column

Outside aid sources available

The Financial Aid staff has updated our outside resources books with as much new information as we have regarding the availability of funds from private agencies. These books contain brief outlines of the various funds and the eligibility criteria for students who wish to seek financial assistance from sources other than family and school. Private agencies do not always stipulate that financial need be a criteria to receive aid; therefore students who are ineligible for campus-based funds may find they are eligible for a private agency loan or grant. The resources books are office copies, so students should allow time to look through the material while in the Financial Aid Office. Most agencies have deadlines for the coming academic year in April and May.

Student tax returns due Feb. 25

Students who applied for financial aid for the 1983-84 year must submit copies of their 1982 tax returns by February 25. Tax forms and other information are available in the office. Any student who will not file a tax return should sign the Income Tax Certification Form (in Financial Aid packet) and submit this by the deadline.

GSA Column

GSA sponsors basic science research contest

GSA again is sponsoring the Basic Science Research Contest in conjunction with the Dean's Award of graduate research. The winner of the contest will receive \$250 and an expense-paid trip to Galveston, Texas to compete in the National Student Research Forum. A second prize of \$100 and three honorable mention awards of \$50 each also will be awarded. Finalists will present their submissions at the GSA Basic Science Research Forum at 1:30 p.m. today, February 17, in room N-729, where winners will be selected. Refreshments will be served.

Political action address change

Political Action Week was a success. We'll be giving a complete report in future issues. Unfortunately, Assemblywoman Marian Bergeson's address was incorrect (she moved in the past year). The correct address is:

Assemblywoman Marian Bergeson
4500 Campus Drive
Newport Beach, CA 92660

Or, if your letter was returned for incorrect address, you may just drop it off at the GSA office and we'll see that it gets there. Please keep writing those cards and letters, and let us know what feedback you get from them.

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Herb Caen

Deukmejian lowers the ax on worker health agency

Continued from page 1

Schneider, the agency "would be forced to plead out cases — to get rid of them." Even cases that the agency defends vigorously most likely would be subject to long delays. This is particularly important, because under California law, the employer bears no obligation to correct a violation being appealed.

Schneider charges that this state of affairs is tantamount to "throwing roadblocks into effective, swift enforcement of the law, while piously saying that they're not cutting inspectors."

Loss of the agency's three staff doctors could result in serious credibility problems during contested cases, as the physicians often are called upon to evaluate and testify on complex medical problems.

Cal/OSHA has been leader

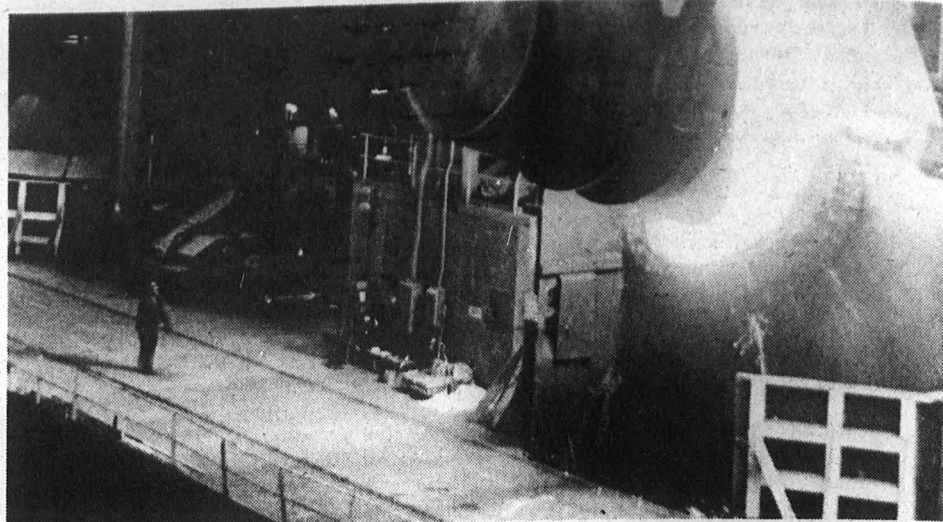
Over the last decade, Cal/OSHA has developed a reputation as one of the strongest of the two dozen or so state health and safety programs. Many other states have adopted or modified California standards — for firefighting and con-

dards could be a challenge with the cuts as proposed, he expects Cal/OSHA to seek help on this from the state-sponsored (and UC administered) Occupational Health Centers, or from the Hazard Evaluation System and Information Service.

Diminished DIR role

The changes planned for Cal/OSHA certainly would not take place in a vacuum. Deukmejian also has planned significant cuts in most other areas governed by the DIR. The Labor Standards Enforcement Division, which polices minimum wage and child labor laws, as well as regulations pertaining to hours and conditions of employment, is slated to lose 84 positions. This includes virtual elimination of the "concentrated enforcement program" designed to halt "sweatshop" conditions in the garment and culinary trades.

Another big loser could be the Agricultural Labor Relations Board, governing body for the state's farm labor law — called that best such law in the country by the United Farm Workers



Elimination of most staff lawyers could mean less employer compliance with agency regulations. Former Cal/OSHA officials predict higher rate of job-related illness and injuries at plants such as that pictured above.

'The specific cuts eliminate all the important auxiliary services for the safety and health professionals to work effectively.'

struction hazards, and chemical labeling, among others — for their own use.

Under the Brown administration, the agency also had gained stature as a "tough cop," becoming a key target for industry's strident criticism of "over-regulation" in the state. Some industry officials have complained that health and safety and environmental red tape is driving away their plants — and vitally needed jobs. Yet, during the decade of the seventies, California gained more manufacturing employment than any other state, and fully 38 percent more than Texas, a state famous for relatively relaxed guidelines.

One way of getting results, Carter notes, has been an emphasis on making examples of "bad actors" — companies that are found to have gross standards violations — by actively publicizing their cases as a warning to the rest of the industry. He predicts that this practice now will become a thing of the past.

An important reason that Cal/OSHA has been able to play a trend-setting role nationally is that federal law allows states to set standards more stringent than existing federal rules, or to regulate substances not covered under these rules. According to Carter, this function will be almost impossible to retain, if the Deukmajian proposal stands, because nearly all of the personnel who are involved in the research and development process will be laid off.

Ron Rinaldi, acting deputy director of the Department of Industrial Relations (DIR), the state department under which Cal/OSHA falls, sees it somewhat differently. He says "we're still evaluating the cuts, and we'll be looking for increased productivity and efficiency." While Rinaldi agrees that proposing new stan-

Union. The ALRB may say farewell to 25 percent of its budget.

The meaning of the proposed changes comes into sharper focus when DIR's new director, Victor V. Vesey, is considered. Vesey brings a solidly management-oriented background to the DIR. A former congressman, he received an "80 percent wrong" rating from the AFL-CIO on issues of concern to labor. In contrast, Vesey's predecessor, Donald Vial, was a former director of research for the California Labor Federation.

Shades of Reagan

Although Rinaldi hesitates to compare Cal/OSHA under Deukmejian to the federal program under Reagan, he used a favorite catch-phrase of Thorne Auchter, the federal program head, when he told *Synapse* "we'd like to minimize the adversarial approach to things." Instead, Rinaldi added, Cal/OSHA will seek more cooperation — from both labor and business. In the past, however, only cooperation from business has been in question.

All in all, the Deukmajian plan seems to employ at least one technique already tested out on the federal level: keep most inspectors on the job, but find more creative ways — such as cutting the legal staff — to take the heat off employers.

Carter gave another example of what this approach might look like — the "records check inspection" of the Reagan people. The OSHA inspector comes in for a routine, targeted inspection, he explained, and looks at the company records to see if incidence of injury and illness is greater than 20 percent above the average for the industry. If not, the inspector leaves, but counts the visit as an official "inspection." Carter then

cited a recent example in which a chemical company's "sloppy work procedures" and improper training of workers resulted in two deaths caused by exposure to the highly toxic pesticide EDB (ethylene dibromide). But under the federal system of reviewing illness and injury records, this dirty and dangerous operation would have been exempt from routine inspections — the surest means of preventing such tragedies.

Carter also predicts we will see an expansion of the Cal/OSHA consultation service, under which employers can get advice from the agency with no risk of being cited for any standards violations which may be uncovered. In theory, this would lead to greater cooperation between business and government. But bas-

ed on federal experience, the state's labor community has little hope that such consultations actually will lead to improve conditions on the shop floor.

There is one portion of the DIR budget which is slated to receive a hefty increase next year. The Cal/OSHA Standards Board could grow by almost 40 percent.

Historically, the way standards have been created in California, all development work was done by Cal/OSHA itself. Under this procedure the Standards Board, appointed by the governor, would approve or reject standards before they could become legally binding. About four years ago, an administrative change resulted in responsibility for developing most safety standards shifting to the Standards Board, with Cal/OSHA re-

CALL FOR PROPOSALS

Affirmative Action Faculty Development Awards

We are pleased to announce that \$45,000 has been appropriated for continuation of the affirmative action faculty development awards program. The primary purpose of the affirmative action faculty development program is to strengthen the development of academic excellence and to increase the diversification of the tenure faculty by assisting minority and female junior faculty members achieve the high quality of scholarship and research necessary for advancement to tenure.

Faculty development awards, as specified by Systemwide Administration, are "intended primarily to provide support for talented junior faculty who hold ladder appointments, but who may encounter unusual obstacles in developing the substantial records in research and creative work necessary for advancement to tenure." Therefore, the faculty career development program will primarily focus on minorities and women, but will be open to any junior ladder rank faculty member with similar pressures.

Eligibility and priority for awards

- A) Women and minority junior faculty holding tenure track positions;
- B) Women and minority junior faculty holding In-Residence titles at junior levels; and,
- C) All other faculty in all other title series at junior level.

Terms and conditions of support

- A) Equipment necessary to establish a research lab or to develop a research project.
- B) Special leave with salary to provide released time for one or two quarters; and
- C) Research stipends (may be for assistance, travel, supplies, equipment, etc.)

Application Procedure

Applications are to be submitted to the Vice Chancellor, Academic Affairs, through the candidate's chairperson and the associate dean, each of whom will attach letters evaluating the merits of the application. The applications, together with the chair's letter and the associate dean's letter, will be reviewed by an advisory committee composed of members of the Academic Senate. The Committee will forward its recommendations and rankings to the Vice Chancellor, Academic Affairs for final decision.

Because the funds have been made available so late in the academic year, and must be spent by the end of this fiscal year, the application is being restricted to:

- A) A one-page statement of the proposed research project, with a budget page attached. Assurance of the ability to spend the funds awarded prior to June 30, 1983 must be provided.
- B) A short statement by the applicant specifying the special pressures or unusual obstacles to career development which supports the request for a faculty development award.

Proposals requesting funds in excess of \$5,000 will be accepted but it must be recognized that the combination of the availability of limited funds and the widespread need for support may require a reduction in funds requested for some proposals, if awarded.

Applications Deadlines

The deadline for applications is March 7, 1983.

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Cal/OSHA cuts

taining responsibility for developing health standards.

But a recently passed state law added a new wrinkle to the process. As a response to industry's outcry of "overregulation" in the state, the legislature created the Office of Administrative Law (OAL), which is charged with reviewing all state regulatory statutes on the basis of several criteria, including enforceability, feasibility, and whether or not each standard is duplicative of other state regulations on the books. The OAL is empowered to remove or modify any standards which fail to meet its criteria. The law also mandates all state departments to review their regulations on the basis of the OAL requirements. Any regulations which have not undergone such review by June 30, 1986, automatically will become null and void.

For occupational health and safety, the Standards Board will take on this review function — the ostensible reason

for its projected budget increase. But here's the rub: right now, the board is composed of Brown appointees. This summer, Governor Deukmejian will have the opportunity to replace a majority of the board members when their terms end. Therefore, an assuredly conservative board will be in position to dramatically reduce the stringency of existing standards.

Reducing health and safety requirements in an effort to free the state's businesses from needless bureaucracy is a cost-containment strategy which could backfire. In absolute terms, it's usually cheaper to prevent a particular injury or illness from occurring, than to compensate workers after the fact. But cheaper to whom?

In the case of preventive adherence to strong health and safety standards, most expense is incurred by the employer. By law, these employers also are required to carry workers' compensation insurance for their employees — as a safety valve for workplace health problems that do

occur. Yet, if deregulation efforts were to result in a higher rate of injuries and illnesses, as former Cal/OSHA officials and labor leaders predict, the state could end up looking like a clumsy customer in a china shop — paying dearly for its carelessness.

This is because insurance companies would end up paying out more in claims — and the largest carrier for workers' compensation is the state itself, through the State Compensation Insurance Fund, which operates like a private company. These costs ultimately would take the form of increased premiums to companies, which undoubtedly would pass the increases on to — surprise! — consumers and workers, who would pay twice — first with their health, then from their pocketbook.

Bucking the budget

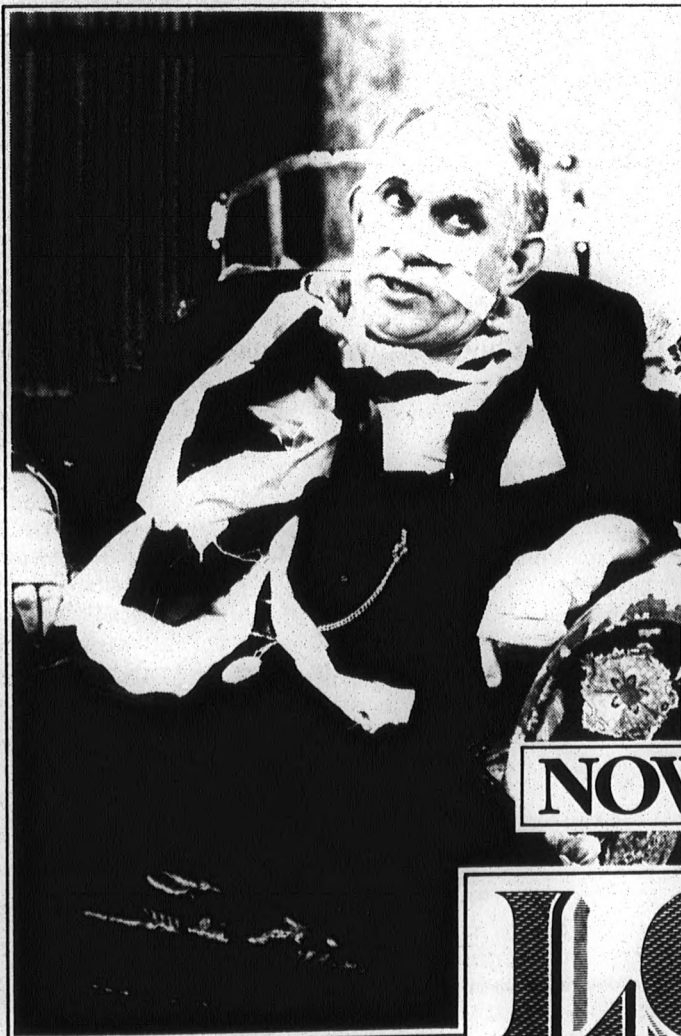
A metamorphosis of the magnitude implied in the Deukmejian budget surely will not be allowed to waltz through the legislature unchallenged. But to restore

the funds to Cal/OSHA, two-thirds of each house must jump on the bandwagon. This would require some Republicans to support the Democratic majorities in each house — an unlikely prospect at best unless there is a major outcry from organized labor. Even if this comes about, however, the governor has the privilege of "blue penciling" the budget — reinstating the cuts in his final review in late June, just days before the beginning of the next fiscal year. To override such an action, two-thirds of each house again would be required. This would be even less likely an outcome than during the first go-round, as it's sure that tight party discipline would be invoked by the republican leadership.

Whatever the outcome, however, the Brown era of relative cooperation between labor and government on occupational issues clearly is over. Still in doubt is whether the Deukmejian years will be an about face, or merely a veering off to the right. In either case, for labor, it's now a question of damage control.

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AMERICAN CONSERVATORY THEATRE

Effects, myths of racism subject of multi-media show

Continued from page 1

worms," claims Penderhughes, one of the co-hosts of the anti-racist seminar. "In most cases a lid is put on this can because nobody wants to deal with the worms."

The seminar brings racism into focus on an individual basis. The main intent

of the seminar is to get the audience past the guilt phase. "Guilt paralyzes people," explained Penderhughes. "We want to develop a feeling of responsibility and a righteous kind of moral indignation in our audience. Racism is a myth, and its effects are obvious in both the black community and other minorities,"

he said. "The black man in today's society has to fit certain stereotypes. For instance, when one thinks of criminals the first image that comes to our mind is that of a black man."

Solidarity of all people

American Pictures tries to bring out the myths behind racism, and to show how the ideas and mentality developed from these myths now is the basis of a social realism based on fear. The audience comes to grip with the effect of racism — i.e. poverty and destruction, said Penderhughes. But although the presentation includes situations of America at its worst, the show points no finger — there is no absolute condemnation. The blame lies in the system. No solutions are offered. The goal is to achieve the solidarity of all people — to allow those who have to deal with racism their chance to do so — to allow those who have to deal with the effects of racism a chance to do so. In effect the show asks some wide open questions; it does not provide the blueprint for a solution.



Holdt's intimate views of this country's poor have been acclaimed both here and abroad.

'Bordom' brought Holdt to America

Jacob Holdt, the son of a Danish Lutheran minister, came to America in 1971. He was invited by a friend to work on a farm in Toronto, Canada. Bored with life in Denmark, Holdt gladly accepted the invitation. A few months after coming to America, Holdt was overcome by an irresistible urge to travel. He wanted to hitch-hike across America, the final destination being South America. Holdt never reached South America, however; he was sidetracked by his "experiences" in the U.S.

Holdt's method of traveling was somewhat unique for this day and age. He called it "vagabonding." He never traveled with any money, and felt "obligated" to his hosts. This won him many friends. He was welcomed by the rich and the poor. He spent time with such wealthy families as the Rockefeller and Pabst (beer) family. He also spent a great deal of time with poor families, living among the share-croppers in the South. His carefree, humble attitude won him the trust of America's poor. This enabled him to freely explore their lifestyles. His letters to his parents in

Denmark about his travels in America seemed incredible and at times almost unbelievable. Their disbelief prompted them to sent him a camera, so he could photograph his travels and experiences.

From the urban ghetto to the share-cropper camps near the orange and sugarcane plantations, Holdt was able to photograph and experience many aspects of a lifestyle unknown to mainstream America. In Florida, he discovered several "slave camps" which strongly resembled the "compounds" used to house gold and diamond mines in South Africa. (The camps which Holdt later found were owned by Minute Maid, a subsidiary of the Coca Cola Company.)

Weary after a few years of travel, Holdt arrived in San Francisco in 1975. He was extremely depressed and disillusioned, having seen American poverty at its worst. At this time he had accumulated 15,000 photographs and slides of his travels and experiences. It was a tragedy, the assassination of two of his friends, that inspired him to put together a slide show of his travels, which he titled *American Pictures*.

UC housestaff ruled employees

Continued from page 1

previously ruled that private sector housestaff were indeed students, and not formally employees. When asked about the possibility that the university would appeal the case, Cate said, "I expect UC to seriously consider that possibility."

The San Francisco Interns and Residents Association, which counts many UCSF housestaff among its members, greeted the news with enthusiasm. Allen Brill, executive director of SFIRA, told *Synapse* "this historic decision has national significance as well as being a great step forward for UC housestaff. Nowhere else has it been so clearly determined that housestaff are employees."

Synapse will have a complete report on the issue in the future.

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MILLBERRY UNION RECREATION

MU Calendar

Tuesday, February 22
MULTIMEDIA: *American Pictures-Part I.* A slide-film describing the 5-year personal journey of Jacob Holdt, a Dane who hitchhiked over 100,000 miles in the U.S. His experiences reveal the psychological costs of racism, both on the black and the white mind. Cole Hall Auditorium, 5:45 p.m. **ONLY**, \$2/2.50. See also story elsewhere in this Synapse.

Thursday, February 24
FILM: *Mephisto.* See photo caption for details. 5:45 p.m. **ONLY**.

Friday, February 25
FILM: *Mephisto.* See photo caption for details. 8 p.m. **ONLY**.

Rowing Club

Interested in being part of a rowing club on campus? An organizational meeting has been scheduled for Thursday February 24 at 5:30 p.m. in the Millberry Union Board of Governors room. Persons with experience and those with none are welcome. Call the Recreation Dept. (666-1800) if you have any questions.

Outdoors Unlimited

Tuesday, February 22
Sign-ups begin for:

Broom Hockey, 3/3
X-C Ski Trip, So. Tahoe, 3/5-6
Moving Water Canoeing Clinic, 3/2, 3, 5, 6

WINNER ACADEMY AWARD
BEST FOREIGN FILM

“★★★★Brilliant”
—Richard Freedman, NEWHOUSE, NEWSPAPERS

“...richly deserved its Oscar.”
—Richard Schickel, TIME

“Shouldn’t be missed”
—David Ansen, NEWSWEEK

“Extraordinary”
—Judith Crist, SATURDAY REVIEW

“Superb! Brilliant.”
—Sheila Benson, L.A. TIMES

“An incredibly dynamic performance, a dazzling tour-de-force.”
—Kathleen Carroll, NEW YORK DAILY NEWS

“This film is a work of art.”
—Ingmar Bergman

CANNES FILM FESTIVAL WINNER
BEST SCREENPLAY

“MEPHISTO” a film by ISTVAN SZABO Based on Klaus Mann’s novel, starring KLAUS MARIA BRANDAUER, KRISTYNA JANDA, ILDIKO BANSAGI, ROLF HOPPE. Screenplay by PETER DOBAL and ISTVAN SZABO Cinematography by LAJOS KOLTAI. A MAFILM-OBJECTIV STUDIO Production In cooperation with MANFRED DURNIOK PRODUCTIONS

ANALYSIS FILM RELEASING CORPORATION

MEPHISTO: Hungarian Director Istvan Szabo takes another look at Germany succumbing to Hitler. Austrian actor Klaus Maria Brandaur gives a dynamic performance as a left-leaning actor from Hamburg who has the ability to trim his beliefs according to what seems safer. Academy Award, Best Foreign Film, 1981. Thursday, February 24, 5:45 p.m. **ONLY**: Friday, February 25, 8 p.m. **ONLY**. Cole Hall Auditorium, \$2.25/1.75/1.25. Employee discount Thursday: \$1.75

Marine Mammal and Whale Watching, Monterey Bay, 3/12

Activity
Kayak and Canoe Shoulder Seminar Begins, 7 p.m. Millberry Union Board of Governors Room

Monday, February 28
Sign-ups begin for:

Basic Climbing Clinic, 3/8, 12
Snow Camping Clinic, 3/9, 10, 12, 13
X-C Ski Trip, So. Tahoe, 3/12-13
Whitewater Boating, Upper Cache Creek, 3/12-13
Flat Water Boating/Tournament, Lake Merced, 3/20

Monday, March 7

Sign-ups begin for:

Big Boat Sail, San Francisco Bay, 3/19
X-C Ski Trip, So. Tahoe, 3/19-20

Tuesday, March 8

Outdoors Unlimited Spring Get Together

Wednesday, March 9

Introduction and Sign up to Whitewater Rafting Clinic, 7 p.m., Millberry Union Madrone Room

Monday, March 14

Sign-ups begin for:

X-C Ski Trip, So. Tahoe, 3/26-27
Clamming and Camping Trip, Tomales Bay, 3/26-27

Classified Ads

JOB LISTING		NURSES: RN & LVN		SELECTRA TYPING SINCE 1972.		North Lake Tahoe ski condominium. Tahoe City area.		DREAM WORKSHOP FOR WOMEN FORMING. Starts Wednesday, February 23, 7 p.m.	
HELP WANTED		Prescheduled staff relief positions available for RN's and LVN's in acute hospitals.		Self-correcting machine. Theses and dissertations a specialty. Rush jobs OK. Accuracy guaranteed. Reasonable rates. Call 641-7729.		Reasonable rates. Lovely. Sleeps 6. Fireplace. Cable TV. (415) 593-3303.		527 Irving St., San Francisco. Call Louise Atcheson, Ph.D.: 731-1095.	
SERVICES.		AIDES		WORDS, etc....		Share house with 32-year-old male. Non-smoker, no heavy drug/alcohol users. Quiet S.F. neighborhood, 18th & California. \$250 per month, share utilities; First, last and deposit. Call evenings, Mark 221-8397.		RESEARCH	
CALL PROFESCO		Nurses Aide positions also available, especially weekend.		A Professional Word Processing Service. Term Papers, Theses, Research Projects, Resumes. Top quality at reasonable rates. Free pick-up and delivery. Nancy McDermott, 221-4694.		TAHOE AREA — Donner Lake condo, fully furnished, 3 BDR, 2½ baths, fireplace, loft deck, private dock, near ski areas. Wkends, wk., mo., season available. Reasonable rates. (415) 924-5661.		Diet and Behavior	
JOHN P. DEVINE, Attorney at Law.		STAT NURSING SERVICES		AMELIA EARHART'S FLYING FINGERS. Quality typing, expert editing. Theses, reports, resumes, letters. Fast service, Sunset Dist. location. Call 665-0236 day/eves.		FOR SALE		UC researchers are studying the behavioral effects of food sensitivities on children (6-12). If your child has psychological or behavioral responses to foods and you would like to know more about the study, call 681-8080 ext. 579 or 642-8061.	
Nurses		TYPING SERVICES		FOR RENT		Sasson and Paul Davril shirts and assorted slacks BELOW WHOLESALE COSTS. Saturday, Feb. 26, 11 a.m. to 3 p.m., Mill Valley. Contact Mark O'Neill, ext. 4181 or 221-8397 for directions.		HUMAN RESPONSE TO ARTIFICIAL LIGHT	
NURSING STUDENTS		WARDEN WORD PROCESSING		SUNSET TOWERS APARTMENTS		FOR SALE: Bookcase, twin bed and frame and mahogany coffee table. Call Bertram 681-0621 after 6 p.m.		We are studying the effects of artificial lights on humans. We are interested in people who are bothered by lights (people who wear dark glasses indoors, etc.) as well as those people who are not bothered by lights. Subjects will be paid for participation in this study. If interested, please contact Rick Nahaas at ext. 5133.	
RN's & LVN's		Thesis Editing, term papers, typing, Resume/cover letters. Call Frank, 673-6023, ext. 26.		FLAT IN LONDON 7/1/83. Fully equipped, 2 BD. One minute (WILLES DEN GREEN) underground. \$600.00. San Francisco owner Dr. Preger: 661-4067.		RESEARCH PAPERS		PERSONALS	
Tired of being locked in for "prescheduled" shifts and then cancelled at the last minute?		10th AVENUE TYPING		South Lake Tahoe — ski condo. 2 BR, 1 bath, kitchen, fully furnished. Near Heavenly Valley. Sleeps 6 comfortably. \$38/day. For information and reservations call (415) 756-1181.		Improve your grades! Rush \$1.00 for the current, 306 page, research catalog. 11,278 papers on file, all academic subjects. Research Assistance 11322 Idaho Ave., #206W, Los Angeles, CA 90025 (213) 477-8226.		SURROGATE MOTHER to carry child for childless caucasian couple. Substantial fee. Write: Respondent, P.O. Box 4329, Daly City, CA 94016. All replies confidential.	
Call Groves Nurses Registry. 433-5950 (We will only book you when you have an actual hospital order.)		NUNN BETTER, a professional word processing service with IBM Displaywriter, is affordable, prompt, friendly and efficient. Call Tom Nunn anytime: 282-1562. "I'll take care of it!"		Ann Arbor, Michigan. Beautiful, furnished home, on acre of land. Available for exchange or rental. Spring/summer semester, possibly continuing through next academic year. Call (313) 971-8598.		INSTRUCTION		The Synapse accepts classified advertising. The cost is \$2 for each 20 words. Ads may be sent to the Synapse office, 1324 Third Ave. For more information call 666-2211.	
						Pottery classes for adults/children. Pottery by Myra Kalpan, 111 Clement, 752-4018. Instructor is licensed art teacher/MA candidate Art Therapy.		UCSF students may place classified ads at no cost (20 word maximum). Ads are taken at the Synapse Office on Friday, 11 a.m.-1 p.m. Students must show UCSF I.D.	

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