

synapse

Another snag for housestaff union

By Charles Piller
Assistant Managing Editor

The San Francisco Interns and Residents Association (SFIRA) plans to file a lawsuit within the next few weeks which could determine the union's ongoing existence. SFIRA, which represents many UCSF housestaff as they rotate through San Francisco General Hospital, is in a protracted battle with City Attorney George Agnost over whether the city will honor a two-year contract signed last spring.

The situation adds another layer of legal controversy for the union. As *Synapse* reported recently, SFIRA and other housestaff organizations are fighting at the California Supreme Court level in order to secure collective bargaining rights for UC housestaff. The controversy with Agnost also concerns UC interns and residents, but only when they are on duty at SFGH.

Agnost contends that a 1959 agree-

ment with UCSF established housestaff as "independent contractors," and therefore cannot be city employees for collective bargaining purposes. Even if the agreement didn't exist, according to the city attorney, interns and residents are students, not employees. On these grounds, Agnost refuses to approve the contract.

For its part, SFIRA sees the move as an attempt to get rid of the union, which has been a perennial thorn in the side of SFGH administrators by continually advocating and bargaining for increased staffing. The union argues that the precedent of years of union contracts justifies their position that the city is acting illegally by refusing to honor the two-year pact.

The contract in question was signed by SFGH, Department of Public Health and SFIRA officials in April, then referred to Agnost for routine approval prior to final approval by the Board of Supervisors. In-

stead, the city attorney rewrote the contract, effectively dismantling SFIRA's representational rights — which the union predictably objected to.

In an attempt to find a compromise acceptable to all parties, Deputy Mayor James Lazarus redrew the contract again. In his version, SFIRA was effectively reinstated as the housestaff's bargaining representative. But the city attorney rejected this new version out of hand.

Late in June, to compel enforcement of the original contract above Agnost's objections, SFIRA filed an unfair labor practice charge against the Department of Public Health and the city attorney.

Agnost's office laid out its arguments against collective bargaining for housestaff when it urged dismissal of the charge. According to the opinion written by Deputy City Attorney Judith Teichman, the 1959 agreement with UCSF is still in force.

The agreement states that UCSF "physicians and medical students shall be deemed to be independent contractors," and the medical school "agrees to assume exclusively the responsibilities for the acts of its employees," in the course of employment.

Teichman concluded that it would constitute interference with the 1959 agreement, "were the Board of Supervisors to dictate the manner in which benefits provided to housestaff...are established." She added that the board "has no jurisdiction to grant (housestaff) collective bargaining rights."

Teichman's other argument centered on the belief that housestaff are properly classified as students, not employees. She cited the recent decision by the state Court of Appeal, which ruled to that effect in a landmark case concerning UC housestaff. That case is now on appeal before the California Supreme Court.

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Regents map out minority support

The UC Regents are looking at six academic affirmative action programs to begin this year.

Two programs already approved for this academic year — the Graduate and Professional Student Affirmative Action Program and the Pre-Faculty Development Program — offer support to ethnic minorities and women in fields of study in which they are seriously under-represented, according to UC Senior Vice President for Academic Affairs William Frazer.

In addition, four programs designed to improve high school and community college students' preparation for university work will be initiated in 1985-86 if funding requests of \$3.59 million for these programs are approved, Frazer says.

"A specific purpose of these programs is to increase the number of minority students who are qualified for admission to the university," Frazer explains.

Under the Graduate and Professional Student Affirmative Action Program, financial support ranging from \$9,000 to \$11,000 per student will be provided for up to 50 students throughout the nine-campus system.

In addition, the program will provide increased research, and "in particular, promote closer student-faculty interaction by way of joint research efforts, mentor programs and research assistantships," Frazer says.

The Pre-Faculty Development Program will provide postdoctoral and dissertation fellowships to ethnic minorities and women to attract them to academic careers in fields in which they are severely under-represented; namely, business, computer sciences, engineering, mathematics, and life and physical sciences.

Approximately 13 fellowships will be awarded per year, with stipends of \$21,000 for postdoctoral and \$13,500 for dissertation. Additional stipends will be available to selected fellows for costs of research and travel.

Although the program does not

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PHOTO BY DEBORAH FARSON

The controversy which led SFIRA members to march down Market Street during the Democratic Convention, above, has entered a litigation phase.

SFGH receives good marks

By Charles Piller
Assistant Managing Editor

Newly-appointed San Francisco Department of Public Health Deputy Director of Operations Stephen Sowiski understandably greeted the latest state report on San Francisco General Hospital with enthusiasm. Sowiski, who will begin his job on November 26, said the report indicates current management has the troubled hospital's problems largely under control.

The California Department of Health Services Licensing and Certification Division reported earlier this month that its latest inspection showed SFGH to be in substantial compliance in problem areas uncovered last January. San Francisco Chief Administrative Officer Roger Boas indicated remaining problems at SFGH will be corrected soon.

SFGH is the chief site in San Francisco for treating the poor, and a major UCSF teaching facility.

The city has released the results of the favorable inspection, although the state is waiting for approval of the federal

Health Care Financing Agency (HCFA), before discussing its findings.

Upon HCFA approval, the facility will no longer be at risk of losing millions of dollars in federal Medicare and Medicaid funds, which were threatened by the January crisis. A HCFA spokesperson said a decision on approval should be made in the next week.

Spurred by an anonymous complaint, the January inspection uncovered substantial problems in the hospital food, laboratory, medical records and nursing services. The state inspection team had noted that in some hospital departments "an adversarial rather than cooperative relationship was apparent between nursing services and physician services."

During the past few months, the hospital has struggled to correct the deficiencies which have threatened its very existence. During that time, the city has spent millions of dollars to upgrade SFGH problem areas — money which the state apparently agrees has been well spent.

Administrative shake-up

Shortly after the January report was released, San Francisco Chief Administrative Officer Roger Boas removed Public Health Director Mervyn Silverman from administrative control of SFGH and Laguna Honda, the other city-run hospital.

Boas then created a new position roughly parallel in the hierarchy to Silverman — deputy director of institutions. This new role was developed to oversee the improvements mandated by the state, and generally administer the two hospitals on a full time basis. Former Silverman assistant Mark Finucane was appointed to the post.

Finucane, however, stayed in the job only a few months, recently leaving to work for Contra Costa County. SFGH Administrator Geoffrey Lang also submitted his resignation last June, although he is staying with the hospital until a replacement can be found.

These resignations raised some doubts that the beleaguered Department of

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GSA**Get involved!**

The following departments need representatives to serve on the Graduate Student Association Council: Bioengineering; Biophysics; Clinical Lab Science; Medical Anthropology; Medical Information Science; Mental Health; Microbiology; Oral Biology; Psychology; Speech and Hearing Science; Endocrinology; Genetics; History of Health Science. For more information, call the GSA office, x2233.

Distinguished lecturer

GSA is sponsoring a lecture series and will be inviting a noted speaker to come to the campus some time in April. GSA would like the choice of a speaker to reflect the interests of the campus community and therefore, welcomes your input. Call the GSA office, 666-2233 anytime and leave your suggestion on the answering machine.

Financial Aid**Financial aid checks available**

Those scheduled to receive financial aid checks can pick them up in the satellite Student Accounting Office located in the basement of the Medical Sciences Building, SB4A. The office is open from 11 a.m. to 1 p.m. and from 1:30 to 3 every weekday. Be sure to pick up your checks as soon as possible; unclaimed checks will be cancelled October 19. Also be aware of the fact that students who receive fee offsets against any type of loan must go to the Student Accounting Office and sign a promissory note even if no check is received. If a student fails to sign the promissory note for a loan used in a registration fee offset the loan will be cancelled and the student's registration will be revoked. Guaranteed Student Loan checks are available in the Financial Aid Office located in the Student Services Building, lower level, 520 Parnassus Ave.

Financial aid orientation

All first-time UCSF financial aid recipients are required to attend an orientation session. We suggest that you attend the earliest session possible. For those students who do not attend a fall session, holds will be placed on winter quarter financial aid checks. Be on time. Late people will not receive credit for attendance and will therefore not be admitted. The remaining sessions are as follows:

Monday, October 29	12:10 to 1 p.m.	HSW 303
Thursday, November 8	5:10 to 6 p.m.	HSW 300

Announcements**Tay-Sachs screening**

It only takes a few minutes to find out whether you are a Tay-Sachs carrier. There will be a free screening sponsored by the Northern California Tay-Sachs Prevention Program and the San Francisco Jewish Graduate Association (Hillel) on Tuesday, October 30 from 11 a.m. to 2 p.m. in Millberry Union. The carrier rate is one in 200 in the general population and one in 30 for Jews. Call Rob at Hillel, 333-4922, for more information.

Nurses, politics and power

The Primary Care Nurse Practitioner Interest Group of the California Nurses' Association is sponsoring a conference November 2 and 3 at the Miyako Hotel in San Francisco. Entitled "Practice, Politics and Power," the conference addresses issues of practitioner collegiality, third-party reimbursement, aging, nutrition, sports injuries, eating disorders, osteoporosis, arthritis, acne, hypertension and more. Twelve continuing education contact hours will be offered. The cost of association members is \$135. Call 821-7400 for more information.

Christian Fellowship meeting

This week's meeting on Friday, October 26, features Pastor Alan Greene of Calvary Chapel, San Francisco. Green, who is a third-year UCSF medical student, will speak on "The Cost of Discipleship in the Health Professions." The meeting takes place in the Millberry Union Residence Lounge, from 6:30 to 8 p.m. Call Chris 753-8912, Greg 753-6762 or Karen 566-2513 for more information.

Affirmative action awards

The faculty development awards are intended to provide support for talented junior faculty who hold ladder appointments, but may encounter unusual obstacles in developing the substantial records in research and creative work necessary for advancement to tenure. Eligibility and priority for awards are as follows: 1) women and minority junior faculty holding tenure track positions; 2) women and minority junior faculty holding in-residence titles at junior levels; and 3) all other faculty in all other title series at junior levels.

Discrimination and education

"The Politics of Persistence: Fighting for Free Speech in the '80s," is a public form and discussion by educators and staff fighting discrimination on California campuses and who have lost their jobs. Among the speakers are Nancy Shaw, Nathan Strong, Un Chong Kerr, Kiana Paul, Merle Woo and Betty Brooks. The program takes place at 7 p.m. Thursday, November 1 at Unitas, 2700 Bancroft Way at College Avenue in Berkeley. \$2.50 donation; all proceeds to benefit these cases. For information or childcare, call in advance 864-1278. Wheelchair accessible.

What is Proposition J?

Find out Friday, October 26, 11:30 a.m. to 1:30 p.m. Members of ASCME local 3218 and the United Filipino Organization of UCSF present Dr. Julianne Malveaux, candidate for the San Francisco Board of Supervisors and author of Proposition J. The presentation is at the Center for Educational Development, 1855 Folsom St., Room 3, First Floor.

Instructional improvement projects

The regents have made available a fund for instructional improvement projects to be completed during the 1984-85 academic year. Faculty and students are invited to submit proposals. Application forms can be requested from Academic Services, SSB, lower level, x2219. The deadline for proposal submissions is October 31, 1984.

Corrections

In our October 18, 1984 issue, the name of the author of the article on page one entitled "Health workers' agenda," was misspelled. The correct spelling is Robert Baron. In the box on page one of that issue, we indicated the number of reported cases of polio in Nicaragua to be up by a large margin since 1977. In fact, it is the number of polio immunizations which has increased by 369 percent since 1977. Synapse regrets the errors.

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sible dialogue between the authors and readers of the campus community, representing the spectrum of belief and action. Articles and columns published in the Synapse represent the viewpoint of the author and not necessarily that of the editorial staff. Unsigned editorials reflect the majority viewpoint of the staff and not necessarily that of the Board of Publications of the University of California.

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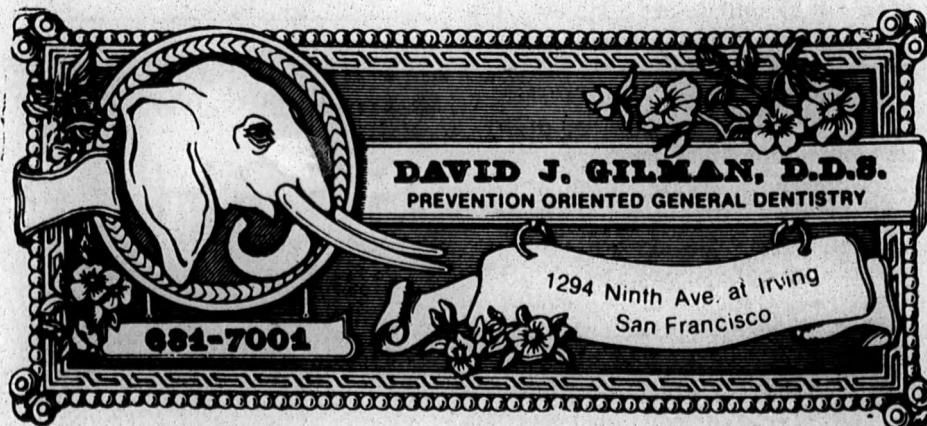
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Clash of tongues, clash of culture?

By William O. Beeman

We are poised on the verge of a smoldering bush war — a war over policy which is as likely to determine the shape of American society as anything that has occurred in this century.

The issue is bilingualism. And the question is: Will the United States become multicultural and multilingual, or will government agencies officially support a policy favoring uniformity?

Bilingualism now is an issue in our most vital institutions — the schools, courts, the voting booth — and important decisions are pending in all three.

A series of court rulings and laws mandating bilingual education and ballots, dating from the 1960s and early '70s, never has been fully implemented. And groups opposing these decisions are working hard to make sure they are turned back.

Since putting a policy into practice is rarely a national matter, the battlegrounds in this fight will be school districts, state legislatures and courtrooms. As yet, no overall pattern has emerged.

Bilingualism threatens the concept of the "melting pot." This was an attractive image for a relatively new nation, but many analysts think it no longer describes the way our society incorporates immigrant populations. They prefer to speak of "cultural pluralism," in which every ethnic group maintains a separate identity.

The clearest sign of this lack of assimilation is the proliferation of languages other than English. In large cities, Spanish, Chinese and other languages appear increasingly on billboards, in conversations at the grocery store and in public messages such as electric bills and legal notices.

All this disturbs many citizens — and

the popular press has fed their unease. *Time* magazine wrote in 1978 that Spanish was "swamping" English in Miami. As early as 1974, the *Washington Post* wrote that bilingualism would weaken "the common American glue."

Perhaps the most prominent opponent

to speak or understand English adequately enough to vote" makes up 5 percent of the voting population. Many were surprised when the Census Bureau ruled that these counties, with large Spanish-speaking populations, did not meet that test.

Will the United States become multicultural and multilingual, or will government agencies officially support a policy favoring uniformity?

Part One of a Two-Part Series

of bilingualism is S.I. Hayakawa. As a former U.S. senator, former university administrator and linguist, his views have carried great weight.

In 1981, Hayakawa introduced a constitutional amendment making English the country's official language. A short time later, an organization named U.S. English was formed to "channel the outpouring of popular support" for Hayakawa's views "into a genuine movement for the protection of our common language."

The organization's principal goal is "leading the challenge against unwise policies that are segregating American society along language lines."

Opposition from such groups has helped roll back policies favoring bilingualism, most recently with a series of decisions allowing a number of counties in California to withdraw bilingual ballots.

The law calls for such ballots when "a single language minority who do not

Bilingual education became law in the United States in the late 1960s. But that law was essentially an anti-poverty measure and not a way to promote cultural pluralism.

At present, federal funds support more than 500 programs involving some 5 million children nationwide and include a variety of languages such as Spanish, Navajo, Chinese and Aleut.

Contrary to popular belief, these efforts do not perpetuate the use of two languages. They are only "transition" programs which use the child's native language as a means for moving to English, while teaching mathematics and other subjects in the native language.

U.S. English and other groups favor teaching English as a second language before academic subjects are attempted, though educators and linguists say the transitional programs result in far better academic performance.

In the courts, laws assuring language equity have yet to be implemented, and officials are often dependent on local

funding when they want to provide translators in legal defense cases.

This has led to some injustices, last year, one Vincente Cruz spent five months in Washington, D.C., jail because he didn't understand English and therefore was unaware that he could be freed on bail. The District of Columbia provides translators to indigent defendants, but not otherwise, and provides no help whatever in small claims and traffic court.

No one has yet suggested that non-English-speaking defendants should be deprived of the right to a translator. Yet if local sentiments run generally against bilingual services, the number of court officials and lawyers capable of handling the needs of non-English speakers may fail.

All these issues are likely to take a decade or more to work themselves out, but those who support bilingualism have not really come forward in an organized way to protect those policies. Unless they do, groups such as U.S. English are likely to succeed in rolling back a decade's worth of work in this area.

For now, despite opposition efforts, the fact of a bilingual United States is well-established in many parts of the country. Passing laws which prohibit the use of public funds for providing education, ballots and legal services in languages other than English is likely to create only hardships for some citizens who contribute significantly to the economy and welfare of the community.

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Applications must be in the Chancellor's Office, S126, no later than 5 p.m. on Friday, November 16, 1984.

Applications are available at the following campus locations:

- Associated Students (ASUCSF), MU 249
- Chancellor's Office, S126
- Graduate Students' Association (GSA), MU 244
- Health Sciences Special Services Program, 1322 Third Ave.
- Millberry Union Central Desk, MU Lobby
- Student Relations, 1310 Third Avenue
- Registrar and Admissions, Upper Level, Student Academic Services Building
- Student Affairs, School of Dentistry, S619
- Student Affairs, School of Medicine, S245
- Student Affairs, School of Nursing, N319x
- Student Affairs, School of Pharmacy, U12

The duties of The Regents include overseeing the financial management of the University, its investments, and its property holdings as well as appointing the President of the University, the nine campus Chancellors, the Directors of the major research centers, and the principal officers of The Regents. The Regents also establish policy in areas related to affirmative action, student fees, admissions and financial aid.

The Board of Regents appoints the student Regent on the recommendation of its Special Committee to Select a Student Regent. The student Regent serves as a voting member of the Board and of its Committees.

The student Regent serves for a one-year term commencing July 1. From the time of appointment as a student Regent, but prior to the

commencement of service as a member of the Board, the appointee holds the title "Regent-designate" and is invited to participate in all meetings of the Board and of its Committees, but without a vote.

During the time a student Regent serves as a member of the Board, he or she must be enrolled as a student in good standing at a campus of the University of California for each regular academic term. A student Regent may not concurrently hold any appointed or elective student government position.

The student Regent is reimbursed for expenses incurred for attendance at meetings of the Board and its Committees. All University fees and tuition are waived for the student Regent during the academic year in which he or she serves as a member of the Board.

Student Regent Application Orientation

1:30 p.m. on Wednesday, November 7, 1984, Chancellor's Conference Room.

Questions regarding the Student Regent Application Process should be directed to: Rob Clerisse, Director, Student Relations, at (415) 666-4318.

Letters/ Dealing with the space crunch

SUGGESTIONS:

Following are excerpts from a letter written to Vice Chancellor Thena Trygstad, from a staff employee who wrote in response to Trygstad's assertion in the UCSF Journal that "there is an urgent need for places to sit, talk or relax" on campus.

Dear Vice-Chancellor:

I am spoiled. I used to work at the UCLA Medical Center, where employee/student recreation areas are abundant, where rooftop mini-parks are a reality, and where there is no lack of places to enjoy a quiet break. What's more, even though UCLA has no space shortage, they've innovatively and imaginatively used all sorts of campus "nooks and crannies" for employee/student recreation areas. These outside areas are filled with plants and park benches. I hope that we can do the same with unused outdoor square footage on our campus. Here are my suggestions:

- 1) Make better use of the following unused square feet on campus:
 - Hooper pad next to the Medical Research building: This would be a nice place to have lunch outside. While it does make sense for campus planners to covet this space for some possible building or other, the fact remains that the pad will stay as it is for several years to a decade at a minimum.
 - The spaces between the Health Science towers: Another nice place to spend time outside. This "nook and cranny" area looks inviting from the Reserve Book Library on the third floor of HSE, but there is no way to get to it.
 - Campus rooftops: Right now there are only one or two rooftops that have been developed on campus. Rooftops are one of the most valuable and underuti-

Make better use of the unused square feet on campus.

lized resources we have here at UCSF — and with spectacular views afforded from our vantage point on Parnassus, this is a shame.

- Sutro Forest: What a shame that we do not take full advantage of one of the most beautiful unused campus sites we have. I envision one or more small student/employee outdoor picnic areas near the long stairway leading to the surge parking lot.

- 2) I also offer these relatively inexpensive suggestions:
 - Make the Women's Lounge on Moffitt's second floor into a men's and women's lounge. It is discriminatory (not to mention old hat!) to allow this room to only be used by women. (And perhaps one day I or some other disgruntled staffer may sue UC just to prove a point in regards to this matter.) The women's lounge would certainly be a livelier place if men were allowed and if that was declared official policy. Further, with the exception of the cafeterias and the Library Browsing Room, it is one of the only places to go for relaxation in foul weather.
 - A list with a map showing recreation and relaxation areas for students and employees could be printed up.
 - Use the UCSF News Update (television monitors to advertise to the campus community when new areas for student/employee recreation and relaxation are found.

— Glenn Krell

RESPONSE:

The following is a response from Vice Chancellor Trygstad:

It is obvious that you have given a lot of thought to potential recreation sites. Also, I appreciate the fact that you realize identifying resources to develop them is, indeed, a challenge.


Most of the areas you mention are, in fact, being explored. We are in the process of evaluating our campus' "nooks and crannies" including cost estimates of developing them. Clearly, funding will determine our progress, but with recreation/relaxation improvements also a priority of (Administrative) Vice

Identifying resources to develop is, indeed, a challenge.

Chancellor (Tom) Rolinson, you will see the first of these projects in the very near future.

I'm not so sure I want to take on your second floor Moffitt Lounge suggestion, but I will definitely pursue the map and UCSF News Update ideas.

-Thena Trygstad
Vice Chancellor
Personnel and Student Services



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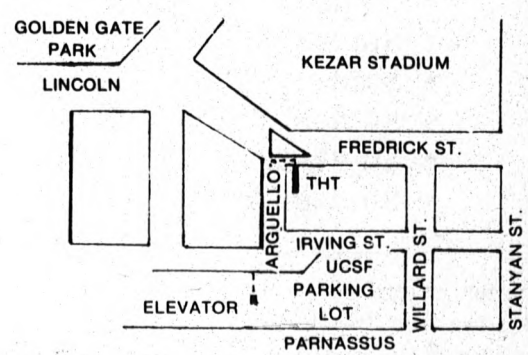
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Nicaraguans mobilize for health

By Ellen Shaffer

If Hemingway were alive today, he'd be in Nicaragua.

Managua, the capital, must surely be the largest center of gringismo in Latin America.

Expatriots and visitors teem in and out of the few restaurants, hotels and bars, drinking rum and beer, running into old friends from other cities and earlier movements, trying to catch a meal before the food runs out.

The Spanish Civil War drew volunteer soldiers. In Nicaragua, busloads of lawyers, teachers, trade unionists, and health workers have come to bring supplies, pick coffee, build houses and talk to the people. Despite the constant drain of U.S.-financed counter-revolutionary attacks — killing thousands in the last three years — the nation seems an ac-

Last August, Ellen Shaffer and Joe Brenner, officers of the American Federation of State, County and Municipal Employees (AFSCME) local 3215 and 3218, which represent UCSF patient care technical and clerical employees, visited Nicaragua. As described in *Synapse* last week by a member of their party, Robert Baron, director of the UCSF screening and acute care clinic, the group established a "sister hospital" relationship between UCSF and a teaching hospital in Leon, Nicaragua.

The following article gives Shaffer's personal impressions of the visit, and of a newly developing health care system — its accomplishments and difficulties under conditions of war.

ing cough have been virtually wiped out, and by this year, even the most remote areas have free health clinics — a standard the United States has yet to achieve.

Dr. Esteban Maturana directs civil defense for the Esteli region from the offices of FETSALUD, the national health workers union. FETSALUD plays a major role in civil defense, as the war is the nation's worst epidemic. The animated young doctor has traveled and studied in Chile, New York and Europe. With his droopy moustache and shaggy brown hair, he could be a refugee from a Paris cafe. But his inspiration is pure Nicaraguan.

The key to improved health can be explained simply, he told us. "It isn't called capitalism. And it isn't called communism either. It's called mobilizing the people."

Mobilization has gone beyond the obvious first step of greatly increasing the

number of doctors and nurses. The Sandinistas have scrapped Somoza's ineffective, 19-ministry health bureaucracy in favor of centralized planning through MINSA, the Ministry of Health. Health workers and volunteers have been formed into a network that touches every community and workplace.

Rosaura Paredes is a farmworker in the Monimbo barrio of Masaya, near Managua, whose residents were key fighters in the 1979 insurrection. She volunteers in local public health campaigns, focusing on sanitation, such as the importance of properly locating latrines and wells. She also worked on

polio and measles vaccination drives.

She and six of her comrades gathered to meet us on a half hour's notice one Saturday. They laughed when we asked how many hours a week they devoted to their committee. "All the time," Rosaura told us. "This is our life."

Maturana said Esteli has more health "brigadistas," such as Rosaura, than they need — approximately 1,400 for the 300,000 population. The region takes pride in leading the nation in 28 of 32 primary care programs.

One reason, he said, is the war. As a mountain town a few hours north of Managua, Esteli is the rear guard, although the contra attacks have recently reached even here. Six health workers were killed in the last year, some while caring for the injured. But such attacks seem to strengthen the brigadistas' resolve.

Shortages deter progress

One of the great problems in providing adequate care even in a relatively secure area, according to Dr. Jose Carrillo, regional MINSA director, is a constant shortage of drugs and machinery.

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Opinion

complished social experiment.

The Nicaraguans hope that international solidarity can help end the Reagan administration's war. How much they value outsiders' assistance was evident at a celebration of medical support work by "internationalistas." Dozens of nations and organizations received certificates, including Ecuador, Holland, the Soviet Union and Oxfam. Two doctors, French and German nationals killed at the border a year ago, were also honored.

Although many Nicaraguan leaders spoke, there was only one internationalista who took the podium — a midwife from the U.S. delegation. The special importance of U.S. support was clear.

Before the 1979 revolution, Nicaragua was among the poorest of Latin American nations. The dictator Anastacio Somoza's brutality and corruption are legendary. The effects remain. The 1972 earthquake relief funds went to line the dictator's pockets, so Managua looks more like a moonscape than a capital city.

Preventive health emphasis

Despite poverty and war, Nicaragua's public health efforts have made significant progress. Infant mortality has been cut in half since 1979. Polio and whoop-

High spirits at celebration for Nicaragua's health care system.



PHOTO BY CHRIS SIPPL

Left to right, Joe Brenner, UCSF AFSCME; Nicaraguan health workers union organizer Irela Prado; Ellen Shaffer; union organizer Isabel Rivera; and Victor Morales, union director in Esteli.



PHOTO BY JOE BRENNER

Workers gather at Nicaragua's fifth anniversary celebration of its health care system.

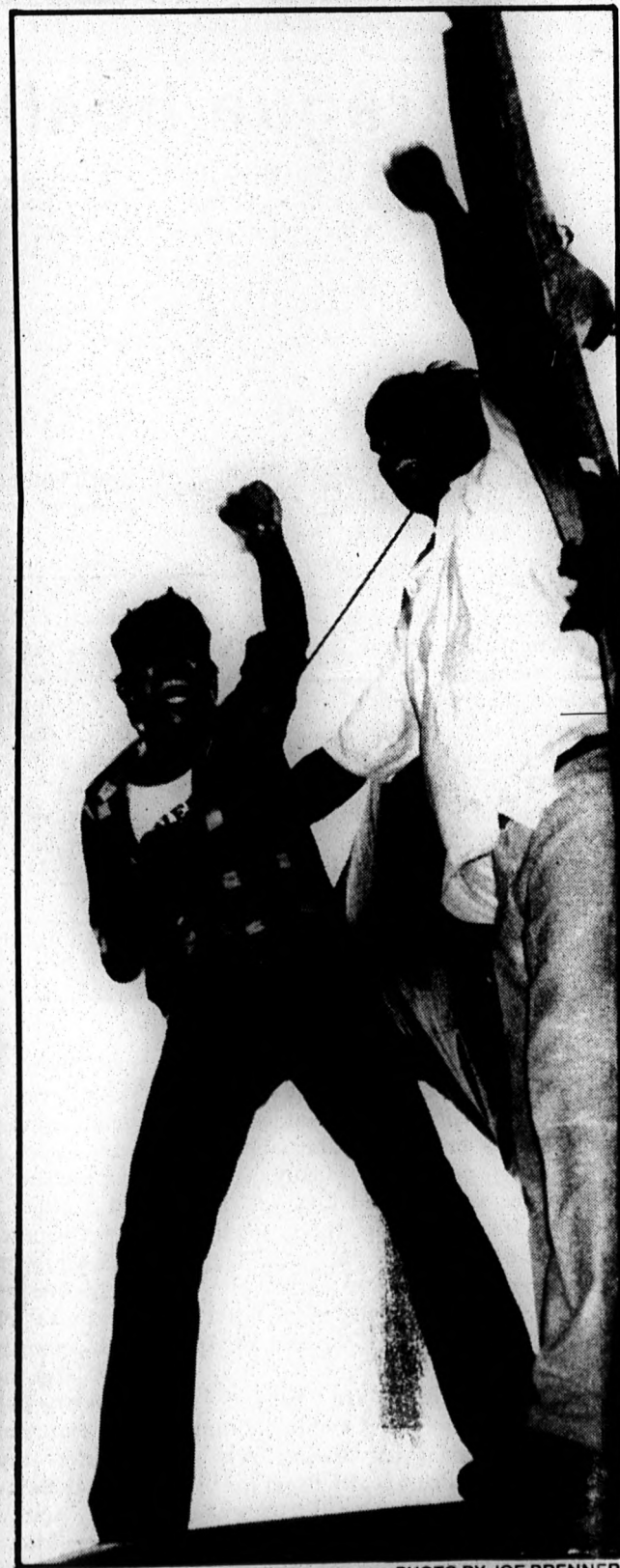


PHOTO BY JOE BRENNER

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Nicaragua

continued from page 5

If donated equipment breaks down, there are neither spare parts nor repair technicians. There is no equipment for cancer diagnosis or treatment. Doctors are still in short supply, causing long lines at clinics.

Nicaraguans are not immune to some of the health issues we debate in this country. Abortion is an example. A representative of the Nicaraguan Women's Association explained that in this Catholic country, abortion rights advocates cannot even begin to get support from women to legalize abortion. But botched illegal efforts account for half of hospital admissions among women.

The highlight of our visit was the celebration in Managua of the fifth anniversary of the Nicaraguan health care system. Two thousand health workers jammed an outdoor plaza to hear Minister of Health Lea Guido, who looks like a movie star even in her blue jeans. She stood beside head of state Daniel Ortega (who doesn't look like a movie star, even in his battle fatigues).

Foreign dignitaries and representatives from the Pan American Health

Organization and UNICEF lined the stage. Before Ortega spoke, it began to rain. The foreigners looked nervous. It started to pour, then thunder. We laughed, and looked for a sign that we'd be moving inside. The Nicaraguans knew better.

"The heavens have opened to mark our celebration," Ortega said. "We're not afraid of the contras, and we're certainly not afraid of some rain." He exhorts his people for half an hour in heavy rain, soaking himself to the skin along with them. The Nicaraguans jump and down to keep warm, chanting, "Whoever's not jumping is a contral!"

As we returned to San Francisco, I thought about how badly Nicaragua needs our visits, our skills and supplies. But probably what they need most is for us to vote out Reagan and end the war against them.

Ellen Shaffer and Joe Brenner will show slides and talk about continuing support for Nicaragua on Friday, November 9, noon to 1 p.m. in Moffitt Hospital, Room 1296. Sponsored by UCSF Committee for Health Rights in Central America and AFSCME 3215.

Nicaragua health union

The Nicaraguan national health workers union, FETSALUD, cooperates with the Ministries of Health and Labor on such projects as standardizing wages. This is comparable to San Francisco's public employee unions sitting down amicably with the Personnel Department and the Board of Supervisors.

The agencies also work jointly to plan health goals, work on political education and advance workers' rights, but FETSALUD has opposed national emergency law prohibiting strikes. Some provisions of the law were recently lifted.

Consuelo Ortego, FETSALUD representative in Managua, made it clear that the union emerged from years of opposition to Somoza. Starting with nurses, it led general strikes in the 1970s that included hunger strikes by supportive patients, and finally sparked the 1979 insurrection.

Since then, FETSALUD had

worked to unite the health workforce. Now all occupations, from physicians to housekeepers, are part of the union.

While everyone has enough to live on, the occupational hierarchy remains. In Esteli, a doctor working off the required two years of government service might make \$250 per month, a nurse about half that, and a housekeeper \$73.

Because Nicaragua's economy involves both central planning and private enterprise, doctors are allowed to work part of their time in private practice — which many take advantage of. A specialist can net more than \$2,000 a month.

Why pay to go to a doctor when health care is free? Preventive care has been extraordinarily successful, but the war and underdevelopment have made care for those who are ill difficult.

-Ellen Shaffer

Regents

continued from page 1

guarantee eventual placement within the UC system (fellows will be subject to the same review process as other applicants for faculty positions), faculty advisors and other support activities will assist fellows in developing their academic qualifications and their potential for appointment to faculty positions.

Appointments of fellows for fall 1985 will be announced by the end of April 1985.

Both programs are funded for \$500,000 each. The Graduate Student Program receives its funding from the state and the Pre-Faculty Program from the Office of the President.

Other affirmative action initiatives for 1985-86 (with requested funding in

parentheses) include:

- Curriculum Models and Instructional Strategies, for university officials and school teachers to develop jointly comprehensive new curriculum models (\$1.5 million).

- Diagnostic Examinations in English and Mathematics, to expand the use of diagnostic tests developed by university faculty to schools (especially those with high minority enrollment) that have not sent large numbers of students to the university in the past (\$320,000).

- Improving community college transfer rate to the university by strengthening outreach and support services and establishing 30 "transfer centers" for community college students, especially minority students (\$1 million).

News Update

SFGH fund boosts AIDS research

A public fund has been established at San Francisco General Hospital to support research, patient care and education on AIDS. The fund, which will be built with contributions from the public, will be administered by Dr. David Werdegart, UCSF associate dean of medicine at SFGH.

Loy Elser, a director of Atlas Savings & Loan Association, is founder of the fund. He estimates that his own contribution plus pledges from the gay community amounts to between \$25,000 to \$30,000.

Donations to the fund should be sent to the AIDS Research Fund for SFGH, c/o UCSF Foundation, 532 Parnassus Ave., San Francisco, Calif., 94143.

Caribbean 'offshore' schools

The California Board of Medical Quality Assurance has "disapproved" six medical schools in the Caribbean.

As a result of the action, graduates of the schools cannot be licensed as physicians or take their clinical training in this state. The charges against the schools included falsifying credentials, illegally recruiting students and placing students in clerkships not approved by the board.

The six schools are: St. George's University School of Medicine, Grenada; Ross University School of Medicine, Dominica; American University of the Caribbean, Montserrat; St. Lucia Health Sciences University, Castries, St. Lucia; CIFAS University School of Medicine, Santo Domingo, Dominican Republic; and the Universidad Tecnologica De Santiago School of Medicine, Dominican Republic.

Health costs rise at a slower rate

Figures released by federal agencies show Americans spent \$335 billion on health care last year, 10.3 percent more than in 1982. Although that spending increase is the smallest in a decade, health care took its biggest bite yet out of the overall economy, 10.8 percent of the gross national product. Other statistics show:

- The average health costs for an individual in this country amounted to \$1,459.

- Government picked up 42 percent of the national health care tab, private insurers paid 31 percent, and 27 percent came directly from individuals.

- In 1982 the increase in health spending was 12.5 percent. In 1980 it was 15.3 percent.

Animal-rights vet in Berkeley row

Elliot Katz, a veterinarian and president of Californians for Responsible Research, was arrested for investigation of disturbing the peace after a scuffle broke out during a conference at UC Berkeley's Wheeler Hall. Katz, who has appeared before the San Francisco Board of Supervisors to testify against UCSF, was reportedly heckling Phyllis C. Dolhinow, chair of the UC Berkeley Committee for the Protection of Animal Subjects.

Katz objected to Dolhinow's research on infant monkeys separated from their mothers. Apparently, the trouble started when Katz approached the podium and members of the audience moved toward him and threatened to remove him. Katz was released on \$1,250 bond.

SFGH

continued from page 1

Public Health would be able to maintain enough consistency of leadership to complete the task of straightening out the hospital's problems.

Sowiski's appointment, although it still leaves the two top hospital jobs available, is a step in filling the breach. "I believe that my strength is knowledge of basic modern management of health care institutions," he said. In particular, this includes high expectations for and careful monitoring of employee performance, as well as fostering close communications between hospital staff and administration.

When asked if stepping into high-level management of a facility which has recently suffered from such severe problems seemed daunting, Sowiski said "I would use the word 'challenging.' I do look forward to the challenging situation — it's what makes management interesting."

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Housestaff

continued from page 1

Teichman quoted the testimony of UCSF Vice Dean for Postgraduate Education William Hamilton concerning the UC case. Hamilton described the SFGH housestaff program as "really part of our residency program. We select the residents; we manage the graduate program there and we determine when they go there; when they come home; how long their experience will be there."

The Civil Service Commission, which oversees labor relations for city employees, agreed with Teichman's arguments, and threw out SFIRA's complaint. The union now says it will sue the city.

According to SFIRA spokesperson Marice Ashe, because of past practice, the city attorney is on shaky legal ground. City and hospital management have recognized bargaining agents for housestaff for approximately seven years, in apparent disregard for the 1959 agreement with the School of Medicine.

Ashe believes this will eventually force the city to accept SFIRA as a legitimate bargaining representative. She expects

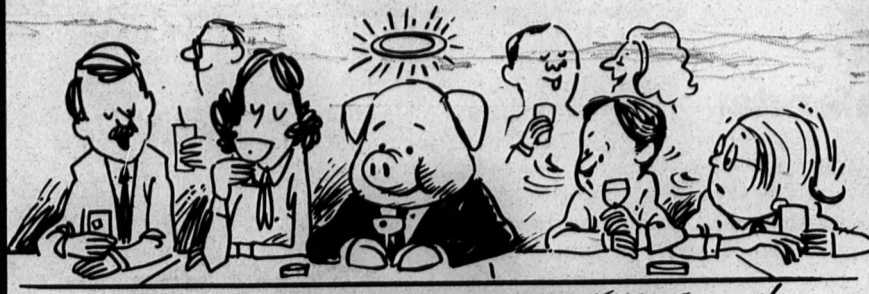
the union to file suit within the next few weeks.

In the meantime, it appears that the hospital is partially accepting the provisions of the contract negotiated last spring. According to Ashe, pay raises have been received, and plans for pay differential for bilingual housestaff and the provision of lunch for housestaff working weekends "on-call" are apparently going to be put into force. Even more significantly, the hospital has put into place a blood-drawing team for afternoon and evening work — one of the union's major concerns.

As Synapse went to press, SFGH personnel administrator Jim Ilnicki could not be reached for comment.

"The hospital has actually been pretty good," said Ashe. "They said they'd abide by the contract in good faith and for the most part have." But she added that without formal acceptance of SFIRA and the contract, the hospital could change its policies unilaterally. "The real problem is that if the city attorney is successful, we'll never have a contract again."

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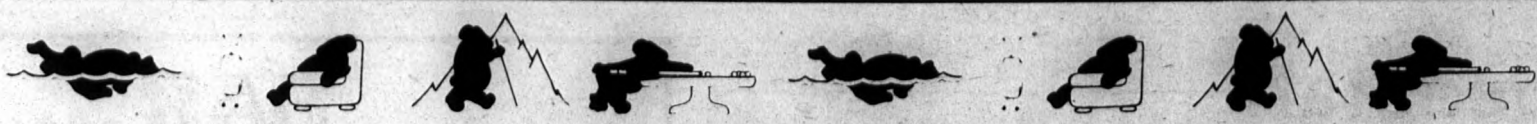
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CAL Committee for Arts & Lectures UCSF



CAL
Calendar

Thursday, October 25
FILM: "Rear Window." The Hitchcock suspense-romance, which has been re-released after 30 years of anticipation, with James Stewart and Grace Kelly. Cole Hall Auditorium 5:45 p.m. ONLY. \$1.50/\$2/\$2.50.

Friday, October 26
FILM: "Rear Window." 6:30 & 8:45 p.m. See Thursday, October 25 for location, prices and description.

Thursday, November 1
SLIDE/LECTURE PRESENTATION: "A Visit to China Medical College." Dr. "Misha" Grossman, UCSF Pediatrician and chair of Pediatrics at SFGH and Dr. Wu-Shi-Xiao, associate professor of Pediatrics, Chungking Medical College, will give a presentation of their experiences at China Medical College and Chungking Medical College. HSW 303. Noon, FREE.

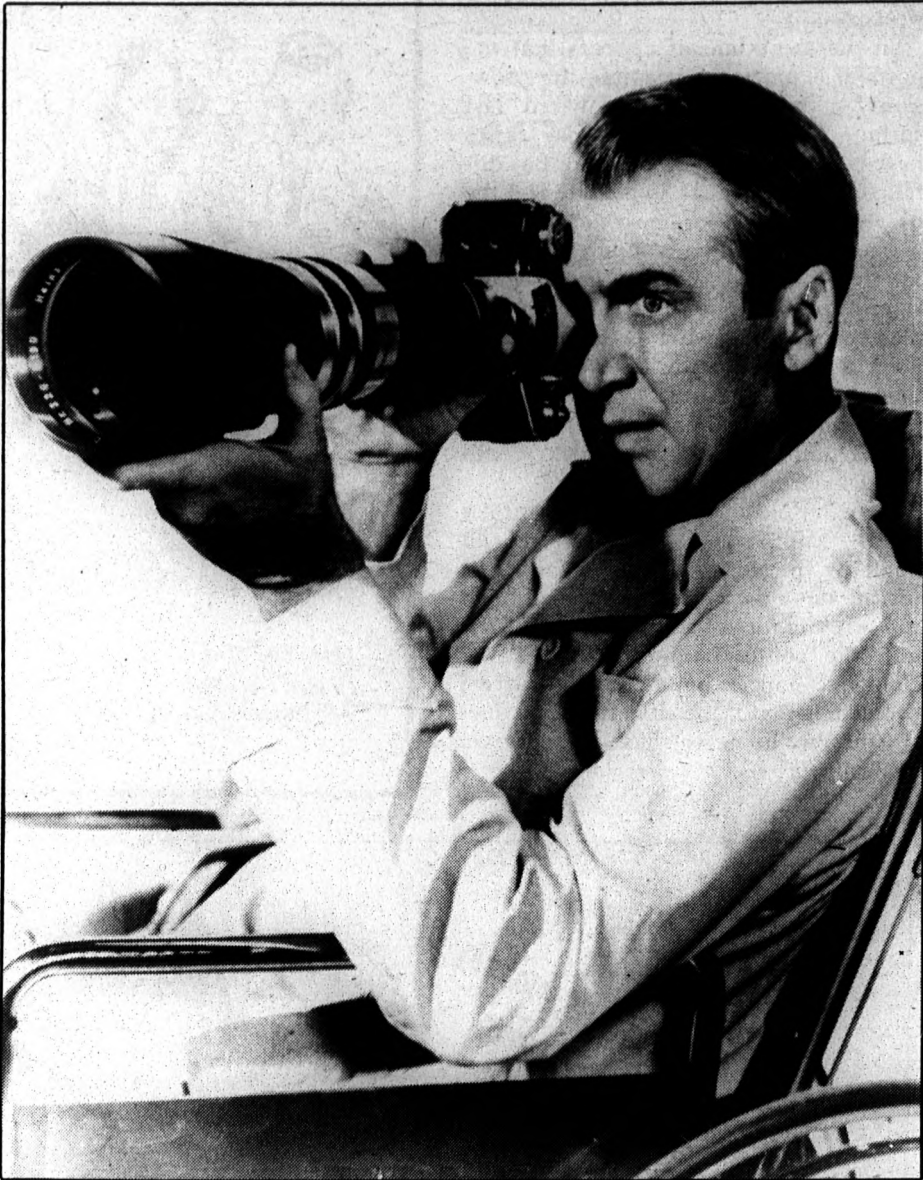
Friday, November 2
SPECIAL CONCERT PRESENTATION: The Mark Naftalan Blues Explosion. Mark Naftalin in concert with blues greats Charlie Musslewhite, Mississippi Johnny Waters, Johnny Heartsman, Lady Bianca, Frankie Lee, Bobby "Mr. Goodfingers" Murray, plus many others. Millberry Union Gym, 8 p.m. Tickets \$4.50 UCSF Students/MU Members, \$6 General, available at Millberry Union Central Desk, 666-2571. Group rates available by phoning 666-2019.

Thursday, November 8
FILM: "Terms of Endearment." The poignant story of a mother (Shirley MacLaine) and daughter's, (Debrah Winger) relationship over the course of 30 years. MacLaine won her first Oscar for her role, leading the way for a "Terms of Endearment" Oscar sweep. Cole Hall Auditorium, 5:45 p.m. ONLY. \$2.50/\$2/\$1.50.

Friday, November 9
FILM: "Terms of Endearment." 6:30 & 8:45 p.m. See Thursday, November 8 for location, description and prices.

Saturday, November 10
FILM: "Terms of Endearment." 8 p.m. ONLY. See Thursday, November 8 for location, prices and description.

For information on these and other CAL PROGRAMS, phone 666-2571.



James Stewart stars in "Rear Window" Thursday and Friday.

Recreation
Calendar

Thursday, November 1
CHOCOLATE MAKING: Let Carl Levinson introduce you to the wonderful world of chocolate making. Chocolate velvet pie, mousse, madeleines and kisses are just a few chocolate desserts you'll learn to prepare in this one-night workshop. Cost \$12, 6 to 8:30 p.m., 620 Sutter St. Register at the Athletic Control Desk, Millberry Union, 7:30 a.m. to 8:30 p.m.

Thought Box

We should all be concerned about the future because we will have to spend the rest of our lives there.

Charles F. Kettering

Gourmet Cooking

Due to popular demand, additional gourmet cooking classes have been added for the fall '84 Recreation programs.

FRESH PASTA/ITALIAN CUISINE. 11/8 to 11/29, no class on 11/22. 6 to 8:30 p.m., 620 Sutter Street, cost \$24. Instructor; Carl Levinson.

CREATIVE HOR D'OEUVRES. 12/3, 6 to 8:30 p.m., 620 Sutter Street. Cost 12. Instructor: Carl Levinson.

Registration takes place at the Athletic Control Desk, Millberry Union, 500 Parnassus Avenue, 7:30 a.m. to 8:00 p.m. For more information, call 666-1800.

Great
Escapes

October 25
REGISTRATION: Sign-ups continue for: Sonoma Bike Ride, 11/3-4; Rafting Safety Seminar, 11/6.

October 27
DAY HIKE: Pt. Reyes.

SAILING: On S.F. Bay to pt. San Pablo.

ROPES COURSE: To Benefit Outdoors Unlimited. Held at the Urban Outdoor Adventure Program in San Francisco.

October 27-28
RAFTING: American River.

November 4
SAILING: Coastal Navigation, Fee \$85/\$95.

Register for the following activities at the Millberry Union Athletic Desk. For more information call 66-1469.

Outdoors
Unlimited

October 27
SAIL OUTING: Farrollon Islands, Fee \$68/\$78.

HORSEBACK RIDING: Half Moon Bay, Fee \$25/\$25.

October 28
BIKE TOUR: Russian River Winery Tour.

October 30
INTRODUCTION TO OUTDOORS UNLIMITED: Held 7:30 to 8:30 p.m. at the Outdoors Unlimited Center.

November 1, 3
MAP & COMPASS CLINIC: Pt. Reyes on 11/3.

November 3-4
BIKE TRIP: Sonoma county and Russian River area overnight.

Sign up for the following activities in person at the Outdoors Unlimited Center, UB-15, UCSF, San Francisco 94118 on the Monday of the week prior to the week the activity takes place. To obtain a brochure, send a self-addressed stamped envelope.

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