Lewis: CPs discriminated

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Currently, there are four black officers on the Campus Police force, Lewis said, but only one is a sergeant.

Recommended by review committee

Lewis' promotion denial came despite a recommendation for "serious consideration" by his interview committee. In the promotion summary, the committee wrote, "Officer Lewis gave the single best promotional interview ever witnessed by any member of the committee and demonstrated a knowledge of department policies and procedures that was extensive and impressively articulated."

The committee's only hesitation arose from two disciplinary actions against Lewis. If it weren't for the "minor discipline" he had been granted a "10" the summary states. Lewis said that it was revealed at the July 27, 1989 grievance hearing that in a meeting prior to the sergeant exam, Glavin had decided not to accept a grievance from Lewis if he fired one. Glavin could not be reached for comment.

MIT's defense in the grievance rests on the fact that Ted Lewis has had a couple of suspensions:

"Despite a recommendation for comment yesterday, Lewis received a two-tum suspension for refusing to transport a non-emergency patient and disciplinary more than years ago, Lewis received a two-tum suspension. "We're trying to show that Glavin could not be reached on the fact that Ted Lewis has had a couple of suspensions," said Lewis. If it weren't for the "minor discipline," he will adhere to all state and federal anti-discrimination laws."

"He said when unions "have unresolved grievances, [the result is] final and binding arbitration — that's where we are," commented B. Simonides, vice president and secretary of the MIT Corporation, said, "I will not discuss what's going on in the case, but I will say that because the parties involved agreed in the contract to abide by federal and state laws, they should follow the rules for resolving discrimination, which can include attorney fees, punitive damages, and emotional damages."

Simonides said MIT "will follow the arbitration process. It is legal and well-specified."

"Issue goes deeper than this case," Lewis says. "Both Lewis and Shapiro believe this issue goes far beyond this particular case. Shapiro said that because the parties involved agreed in the contract to abide by federal and state laws, they should follow the rules for resolving discrimination, which can include attorney fees, punitive damages, and emotional damages."

"Simonides said he did not know if there was a general problem, but stressed that MIT strives to promote diversity. "It is definitely a goal of MIT to increase the representation of minorities who are underrepresented here," he said. Lewis criticized MIT's reaction to the case, saying, "When something like this is brought out, MIT needs to get involved."

The committee's evaluation of the grievance was denied, and under the contract agreement, the grievance went to binding arbitration. The arbitrator, Mark Tignor, has already heard two days of testimony, and two more hearings are scheduled for November. After the testimony, each side will present briefs to the arbitrator, who will make a decision within 30 days, Shapiro said.

At the least, if the arbitrator rules in Lewis' favor, the "immediate remedy" would be to promote Lewis and grant pay going back to 1989, he said.

However, Lewis is seeking additional damages, contending that because the parties involved agreed in the contract to abide by federal and state laws, they should follow the rules for resolving discrimination, which can include attorney fees, punitive damages, and emotional damages.

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4:30 pm Friday, October 12

MIT Room 6-120

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