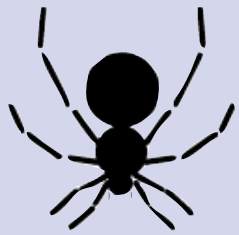




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# The PIONEER

## Fans of the Beauty



**Mini Fans:** After her performance in the *Masque of Beauty and the Beast* last week, Beauty, played by Monica Santiago, signed autographs for her adoring fans in front of the University Theatre.

Photo/Howard Gerstein

## Union Shocked at Number Of CSUH Layoff Notices

### 63-Job Reduction Highest So Far in State University

By Robert Brust  
Staff Writer

Cal State Hayward's administration sent notices to 63 university employees last week, informing them that to save money their jobs could be eliminated.

Though layoffs of staff were widely predicted, the large number of layoff notices was a shock to Phillip Garbutt, CSUH chapter president of the California State Employees Association.

"This is a much higher number than the other CSU have so far," he said. "This is way beyond what we could have expected."

"The cumulative affect of four budget cuts over the last two years has forced the university to take these drastic actions," said CSUH President Norma S. Rees. "The loss of employees who have made significant contributions to the university is very painful."

Dick Metz, vice president Administration and Business Affairs, said that the university was going on a worst-case scenario of a 15 percent cut. He had the managers of each department make their own judgments on which items or positions would need to be eliminated. He said the combined cut to personnel and items would yield savings of \$7 million to \$8 million.

As of this writing, CSEA has been notified by only four other universities' layoffs. Humboldt has reported the next highest job cut total, 13.3 positions. The others are CSU Stanislaus, 9; Cal Poly San Luis Obispo, 5; and Fresno State, 3.

The Chancellor's Office has reported that it will eliminate seven positions. The CSEA/CSU contract guarantees full-time staff 60-days notice of layoffs. While other bargaining units are affected by this action, 55 of those who received layoff notices work under a CSEA/CSU contract. Eight employees work under a contract with the State Employees Trades Council, SETC unit 6, crafts. They require a 75-day notice of any job reductions and their layoffs go into effect July 14.

Garbutt said employees already have been calling him to ask what to do.

"My advice is not to panic," he said. "We are in the first stages of this process."

Garbutt said the union wanted to speak with all the employees who received layoff letters. The next step would be the formation of a statewide team of lawyers, negotiators and union

representatives to meet and confer with the administration to try to mitigate the effects of the layoffs.

An option available for employees who have been given layoff notices, according to union information bulletins, is to negotiate a transfer to another position held by a worker with less seniority.

In a letter to all university employees Rees said, "The exact number of employees lost to the university, and the fiscal impact, may not be known until later in the summer, because some staff members who received the letters have retreat rights based on seniority."

"They may replace employees with fewer seniority points or replace those with contracts that expire at the end of the fiscal year."

This practice of seniority retreat rights is commonly called "bumping."

Joseph Corica of the CSEA's administrative and support unit at CSUH, noted in a press release that because many of the employees have high seniority, these layoffs could set off complicated

See **Shock**, page 5.

## Lecturers at Risk, Tenure Track OK Says Academic Senate Layoff Committee

By Cassia Clinton  
Staff Writer

Cal State Hayward's Academic Senate Layoff Committee says that while instructors' jobs are uncertain, it is currently unnecessary to lay off tenure track faculty.

However, the committee's report recognizes that next year's budget may require reduction of lecturer teaching loads and layoffs among full-time, three-year lecturers.

The Layoff Committee, whose purpose is to make recommendations to University President Norma Rees regarding the impact of budget cuts, released its draft report April 21.

"There are real sacrifices that the faculty are making," said committee Chair Julia Norton, referring to department staff positions that have been frozen and to the reduction in funding that threatens CSU programs.

According to the governor's budget proposal, the CSU as a whole faces 9 percent budget cut - about \$239.6 mil-

lion - resulting in an increase in class size and the potential elimination of thousands of faculty jobs, according to statistics compiled by Save the CSU, an ad hoc organization of students, faculty and administrators.

The committee recognizes that these debilitating budget cuts will affect the support systems that keep students enrolling, progressing and graduating.

State expenditures per CSU student have been reduced dramatically in the last decade. In 1980, the CSU received an average of \$10,742 per student. This plummeted 21.6 percent in 2002, to \$8,426 per student.

The committee has made suggestions to encourage savings by reducing faculty assigned time throughout the university, raising enrollment capacity in lower division survey classes and general education cluster courses, centralizing large-room assignments and diversifying course scheduling to offset the effects of cutting sections.

Other short-term recommendations include requesting that faculty participating in the Faculty Early Retirement Program (FERP) take on an additional course load and reducing the weighted teaching units for supervisory courses and thesis advising.

Long-term suggestions by the committee include consolidating programs, consolidation of research methods across disciplines and combining or centralizing staff positions.

The Layoff Committee also recommended reassigning qualified faculty

See **Risk**, page 5.

## Costs May Close Kids' Theatre in Oakland

By Ashanti Brown  
Staff Writer

The Children's Theatre, also known as the Fruitvale Playhouse, a non-profit theatre that provides children an outlet to express themselves artistically, soon may close after serving East Oakland's Fruitvale community for over 50 years.

The Theatre, founded in 1953 by Al Morino, has to raise at least \$5,000 by May 31 to pay back-rent. Otherwise it will have to go out of business. The Theatre's annual budget is 70 percent funded through the box office, refreshment counter and private donations. The balance is raised from businesses and in small grants from foundations.

"In the past, the Fruitvale community was of mixed ethnicities. Now it has changed, and is predominately Hispanic," says Morino. "It has taken people a long time to recognize that we're here, which has resulted in a decline in our funds."

"Before, we didn't have any staff who could speak Spanish fluently, which also hurt us, but now we have Spanish-speaking staff."

The theatre serves over 3,900 low-income children monthly, offering a setting where they can develop their talent. The program consists of children's movies, live plays, puppet shows and theater workshops.

According to Morino, "Our Playhouse is distinct because it is the only children's theatre in the world built and run by young people."

The theater was remodeled and built by 11 Hispanic youths, ages 8 to 21, and is maintained and operated by the young people.

Children are the managers, selecting plays to be performed, conducting rehearsals, making costumes and running the concession stands. The theatre targets and produces theatrical performances for the Latino, African-American, Jewish and Asian communities, with the aim of promot-

ing cultural awareness.

Through the production of plays, kids can learn valuable skills such as public speaking, memorization, organization and responsibility, Morino says. The participants in the program have to take care of their own costumes, equipment and adhere to a rehearsal schedule.

"Children gain an appreciation of music, art and drama, subjects that

See **Theatre**, page 8.

## Rhetorical Criticism at CSUH

By John Harris Jr.  
Staff Writer

The 38th annual Conference in Rhetorical Criticism was held in Cal State Hayward's Mieklejohn Hall last Friday.

Twenty-one students presented papers highlighting their skills in public speech and critical thinking to professor-critics who critically reviewed and



**Highly Rhetorical:** Furman College's Brian Inabinet delivers the only critique to be commended during this year's Rhetorical Criticism Conference.

Photo/John Harris Jr.

See **Rhetoric**, page 8.

## Soberfest 2004



**Speed Checked by Satellite:** Business Administrations major, Nicole Pete lunges forward with all her might to see just how fast she can throw the ball. This is one of the games played at soberfest last week.

Photo/Stuart McGregor