

Metro & Iowa

City council OKs 1997 budget

Sarah Lueck
The Daily Iowan

The Iowa City City Council passed a \$111 million budget for fiscal year 1997 Tuesday night, but their work has just begun.

The council will continue to labor over the transit department, which will receive \$3.3 million of the upcoming budget, Mayor Naomi Novick said.

"We spent a lot of time on the transit department," Novick said. "There are some problems ... federal funding is expected to decrease down to zero in the next three years."

Bus fares will be raised from 50 cents to 75 cents in July, and passes will cost \$25 instead of \$18, to

compensate for federal funding cuts.

Students, the elderly, those with disabilities and people with low incomes should be encouraged to fight for their transit needs, Councilor Karen Kubby said.

"It's easy to cut where there's no constituency to mobilize," she said. "As the choices get tougher, it will become more important to go out and listen to the people with soft voices and to help them get louder."

Although the budget is overwhelming, it's important for the public to understand how it will impact Iowa City, Kubby said.

"The biggest thing about the budget of a city is that it is the document that lays out the community's values," she said.

Councilor Dean Thornberry said the bus system will remain a priority, despite the need for the council to pare down the budget.

"It always has been, and it always will be important to move people around in Iowa City for as little as possible," he said. "Every department is going to take a little hit — including transit — but I don't want to see it eroded out of existence."

Thornberry also said a leaner view of money-matters is necessary.

"Hell, it's our money," he said. "When I'm spending my money, I want to know that it's being spent properly. We'll need to be tightening up in a lot of areas."

NewsBriefs

Man guilty of fraud

IOWA CITY, Iowa (AP) — A Texas man has pleaded guilty to bilking elderly victims of thousands of dollars through a Coralville-based phone scam.

Jason Arthur Vice, 20, of San Antonio pleaded guilty to second-degree fraudulent practices on Monday. He had been sched-

uled to stand trial for first-degree theft, conspiracy, first-degree fraudulent practices and tampering with a witness.

Johnson County District Judge L. Vern Robinson set Vice's sentencing for April 26.

Vice was arrested in October for allegedly stealing more than \$10,000 from elderly people

around the United States.

Police said that for about a month in September and October, Vice called the victims and persuaded them to send him money through Western Union or the mail. Some senior citizens were told that if they did not send the money they would be arrested.

UI PROFESSOR INVESTIGATES SEARS

Study: Disability access cheaper than lawsuits

Kristen Smith
The Daily Iowan

Businesses that comply with the Americans with Disabilities Act will spend less money and face fewer lawsuits, a UI law professor said in a study released Monday.

UI law and psychology Professor Peter Blanck focused on 71 accommodations made for Sears, Roebuck and Co. employees with disabilities and found the average cost of the changes was \$45. Replacing a Sears employee can cost up to \$2,400.

Accommodating UI employees with disabilities also is fairly inexpensive, said Jan Gorman, an accommodations specialist at UI Faculty and Staff Disabilities Accommodations Services.

"I don't think we have averaged more than \$20-\$30 per person," Gorman said. "Some accommodations cost nothing, some several thousand dollars. It depends on what it is — if you need to change an elevator, it is more costly."

The UI campus is slowly meeting the needs of faculty and staff with disabilities, Gorman said, but the process is ongoing since each person requires a different modification.

"Approximately 300 individuals have sought employment accommodations in the last three years," Gorman said. "The law is based on an individual process —

on the employment side, we don't know (there is a problem) until someone lets us know.

"We have obtained new equipment for people and modified work responsibilities. Recently, we have done anything from arranging flexible work schedules to equipment modifications."

While complying with the ADA may seem beneficial to businesses, Blanck said some members of Congress are backslashing against it.

"There is an effort to repeal the law," he said. "(The ADA) should not be confused with the affirmative action initiative — all this does is requires employers to hire qualified people.

"This is the longest ongoing study of how companies have reacted to and implemented the act. Most companies were hiring well before the law passed."

The most surprising side of the ADA is the amount of legal action that has actually taken place, Blanck said.

"There hasn't been an onslaught of litigation," he said. "The reality is that most of the disputes are worked out informally. Most can be worked out informally with just a little training."

"The law is the base — the floor — and many organizations are looking beyond that for ways to enrich their companies."

Of the 138 formal complaints

against Sears that fell under the ADA guidelines, 120 were resolved without litigation, the study showed. For the 18 cases solved by litigation, the average cost was \$6,193.

Though the ADA may have some ambiguities, Blanck said, it's too soon to determine whether it has been a success or a failure.

"I'm not saying this law is the greatest thing since sliced bread. This law is more evolutionary, not revolutionary," he said. "With only five years in operation, it is not good enough to judge."

More training for UI students, faculty and staff will reinforce the importance of the ADA at the university level, Blanck said.

"Our research is just the tip of the iceberg," he said. "Faculty and students need to be more sensitive to the issue — this school will increasingly see more students with hidden disabilities. Through education and awareness training, sensibility will grow with the number of students with disabilities."

Blanck chose to study Sears because the company allowed him to access their records and interviews, he said.

"With 300,000 employees, Sears is a reflection of the universe," he said, "with all types of people with all sorts of health problems, from HIV to Carpal Tunnel Syndrome.

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Campaign '96

'Man in Plaid' joins growing list of GOP casualties

John King
Associated Press
WASHINGTON — Winless in Tuesday's eight-state primary voting and throughout the nominating season, Lamar Alexander made plans to quit the GOP presidential race today, two sources close to Alexander said.

The former Tennessee governor planned to return to Nashville, Tenn., to announce his decision to drop out today, the sources said.

Alexander had said earlier on Tuesday that he hoped to make a

last stand next week in Florida saying, "The only way to turn things around is to focus on a single state."

But he was under heavy pressure to quit before Florida, and consulted with his top advisers as Tuesday's results came in, showing a clean sweep for Bob Dole in eight primary states.

Before turning in for the night at a hotel in Clearwater, Fla., Alexander said he was "going up to look at the returns."

Alexander earlier Tuesday criti-

cized Republican Party veterans for closing ranks around Dole.

"This has turned into more of a fraternity election," Alexander complained.

"I don't want us to get to October and say 'Holy smokes, we've got Dole as the nominee.'"

But with his trademark plaid shirt and outsider's pitch, Alexander was unable to convince voters that they should choose him over Dole.

Going into Tuesday's 10-state round of voting, Alexander had yet

"This has turned into more of a fraternity election. I don't want us to get to October and say 'Holy smokes, we've got Dole as the nominee.'"

Lamar Alexander, GOP candidate

to finish higher than third in any primary race and had gathered only 10 convention delegates of the 996 needed to win the nomination.

Alexander, to the end, questioned whether Republican voters really were ready to embrace Dole as

their standard-bearer.

He told Florida voters his goal had been to get Republicans to ask one crucial question: "Do we really want Bob Dole?"

"Is Bob Dole who Republicans really want to stand up against Bill

Clinton and take our ideas into the next century?" he asked during a Tuesday morning appearance at a private school in Miami's Little Havana neighborhood.

Alexander also took a swipe at Buchanan's stance on halting immigration, telling the Cuban American students and teachers the country needs a president who will "paint a picture of America that includes all of you."

Alexander, 55, served as Tennessee governor from 1979 to 1986 and was President Bush's secretary of education from 1990 to 1992.

GENTLEMANLY CANDIDATE QUILTS

Lugar drops hammer on campaign

John King
Associated Press
WASHINGTON — Indiana Sen. Dick Lugar, winless throughout the GOP primary season, told advisers Tuesday night that he would announce his withdrawal from the presidential race today, according to Republican sources in Washington and Indiana.

"I have no Don Quixote idea here of competing endlessly with no prospects."

Sen. Dick Lugar



Associated Press

Lugar had pinned hopes of reviving his campaign on Vermont, but Sen. Bob Dole won the state's primary Tuesday. A number of GOP figures, including House Speaker Newt Gingrich, had been suggesting it was time for Lugar to drop out.

The Indiana senator offered himself to voters as a gentlemanly candidate who could be trusted as president, and eschewed the negative ads and finger-pointing that have characterized much of the presidential campaign.

But he came up winless throughout the GOP primaries and never even made it into the ranks of the top four presidential contenders.

Earlier Tuesday, Lugar told reporters in Vermont he was realistic and would not remain in the

Republican presidential hopeful Sen. Dick Lugar, of Indiana, is greeted by a class of political science students at the University of Rhode Island in South Kingstown, R.I., Monday. Lugar gave a short speech and then answered questions from some of the 350 students in attendance. Sources said Lugar told advisers he would announce his withdrawal from the presidential race today.

race if he did not win somewhere.

"I have no Don Quixote idea here of competing endlessly with no prospects," he said.

Sources said Lugar made his decision after seeing that Dole was maintaining momentum in his drive for the GOP presidential nomination.

Vermont's dozen Republican delegates were not Lugar's prime motive; he sought legitimacy. "The impact is not the delegates," Lugar said. "The impact is Vermonters (saying) I was the best

candidate."

Lugar called Vermont "a good place to make my stand," and he spent 11 days campaigning there, but his strategy didn't pay off.

Lugar had hoped to capitalize on his favorable ties to farmers. In his travels through the state, he received a hero's welcome from many farm groups. He is the chairperson of the Senate Agriculture Committee.

Lugar, 63, is a former Indianapolis mayor, and has served in the U.S. Senate since 1977.

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Viewpoints

Up the down escalator

Many American workers feel like they're trying to walk up a down escalator today. Although corporations are earning record profits, global competition has made job security a thing of the past. For most firms, downsizing is not a vendetta against loyal employees — it's a matter of survival; cut the fat or go out of business. For employees, it is a challenge that generates enormous anxiety, no matter why the downsizing occurred.

Downsizing is a simple concept; it means firms eliminate jobs through a variety of strategies (ranging from terminations to early retirement programs). Downsizing is not inherently evil; it can create efficiencies and, as strange as it sounds, better opportunities for individuals remaining on the job.

Despite all of the complaints voiced about downsizing, our economy would be weakened tremendously if firms could not or did not make competitive adjustments. Indeed, I believe most workers in the past recognized that firms sometimes needed to eliminate jobs and that rational job eliminations, although painful, were part of "business as usual."

Downsizing has become a troubling national issue today for three reasons. First, the sheer number of jobs lost in recent years has been staggering. *The New York Times* estimated that 43 million jobs were eliminated from 1979-1995. From a local perspective, since 1993 the number of jobs eliminated by American telephone companies exceeds the population of Iowa City and Cedar Rapids combined.

Second, layoffs are affecting blue-collar and white-collar workers today. You've probably heard that a typical worker changes jobs eight times in a lifetime. In the past, this generally didn't apply to white-collar employees and managers. It does today. Many educated workers who expected company careers have found themselves out of a job. Obtaining a college education no longer ensures continued employment.

Third, comparable job opportunities no longer seem to be available to individuals who have been "downsized," "fired," "laid-off," or "unassigned." Although the U.S. economy has created millions of net new jobs since 1979, many displaced workers do not possess the skills required by firms looking to hire. Unemployed workers frequently have discovered they must move to a new location and accept lower pay to find

jobs. Individuals who have been unable or unwilling to acquire new skills or who have remained in locations where job opportunities are stagnant (perhaps because their family lives there) often have chosen to take part-time jobs or low-skill, low-wage jobs. Such choices make them employed but unhappy.

Downsizing has exacted a great psychological toll. Reduced job security has magnified a variety of societal problems (e.g., racial income disparities) and other worker anxieties (e.g., concern about retirement and old age). As a result, the uncertainty produced by new layoff announcements reverberates throughout the United States and millions of the employed fear they will be the next to face the personal humiliation of termination.

What lessons can be drawn from recent downsizing decisions? First, job security will continue to deteriorate. It is unlikely the government will enact policies that protect jobs in the near future (though debates about this issue will intensify).

Second, given job insecurity, we all must take it upon ourselves to obtain skills that are in demand in the workplace and constantly to upgrade our skills. Self-help books recommend that we try to master one new skill every year.

Third, recognize that combinations of skills may be especially valuable in the labor force. A university major in one area may be worth much more to an employer if combined with other knowledge and skills. This does not mean everyone should major in business administration (though taking some business courses may create unique skill combinations). It means that job and promotion opportunities in virtually any industry may depend on skills that are not taught in your major.

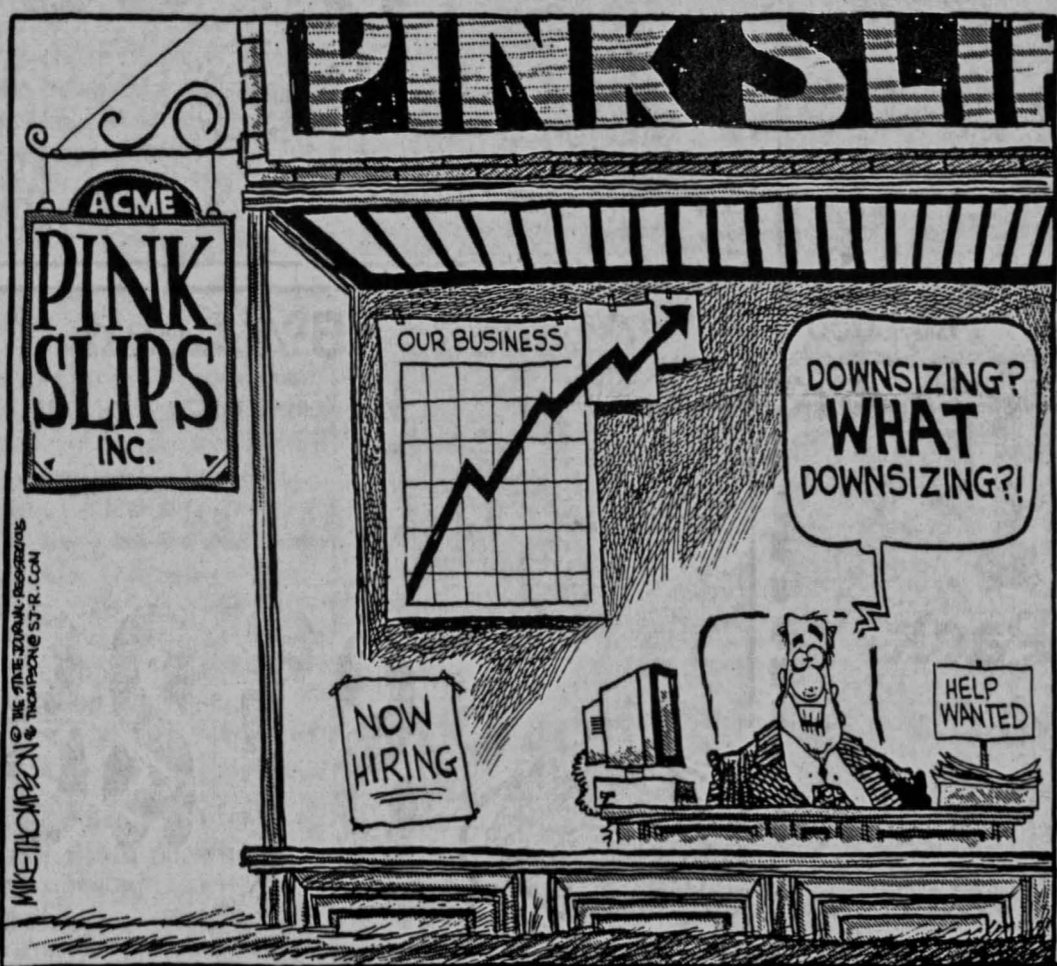
For example, I know publishers who wish the English majors they hired understood the business side of publishing. Similarly, recruiters say they would like students to have better communication, teamwork and language skills.

Although nobody is immune to downsizing, each of us can strive to develop and improve the skills that will let us run fast enough up the down escalator to reach the top.

John Delaney is a professor of management and organizations at the UI.

PROFESSOR'S POINT OF VIEW

John Delaney



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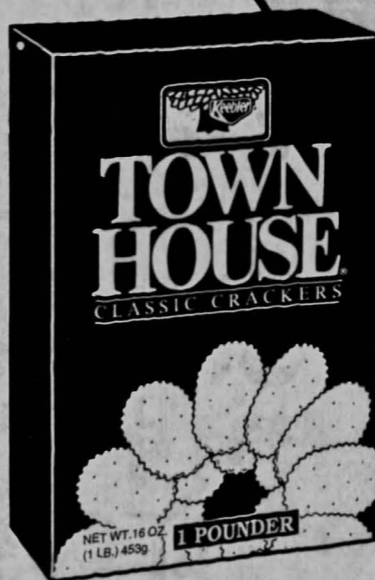
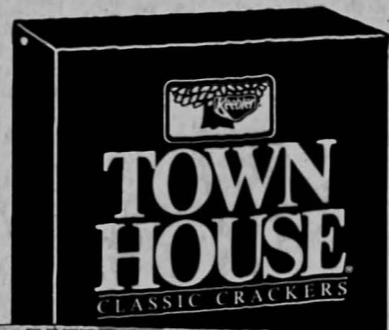
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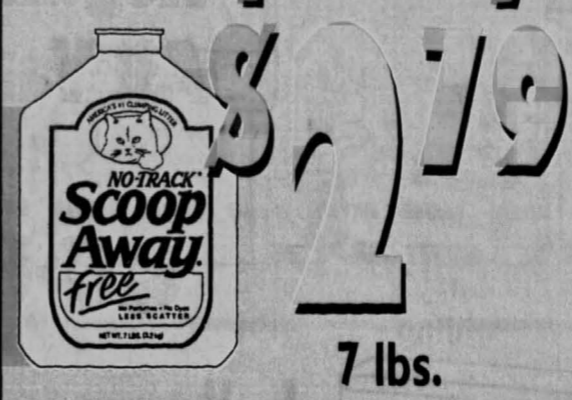
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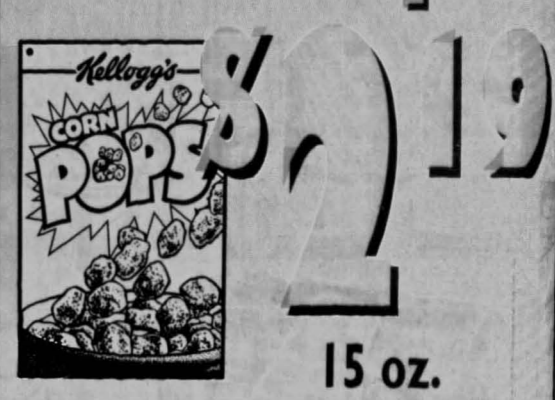
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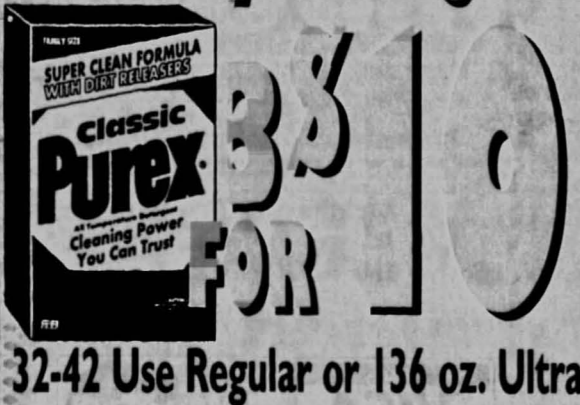
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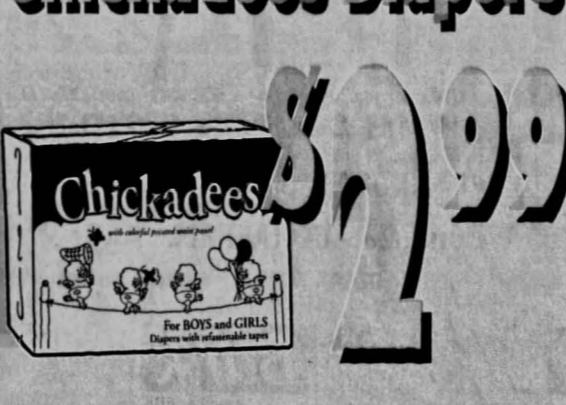
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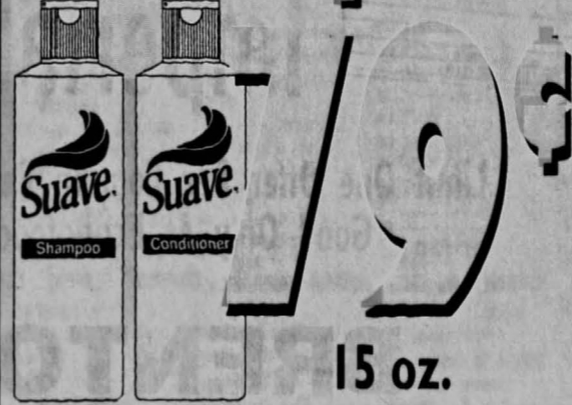


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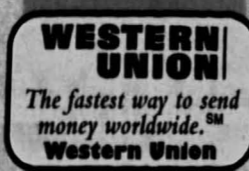


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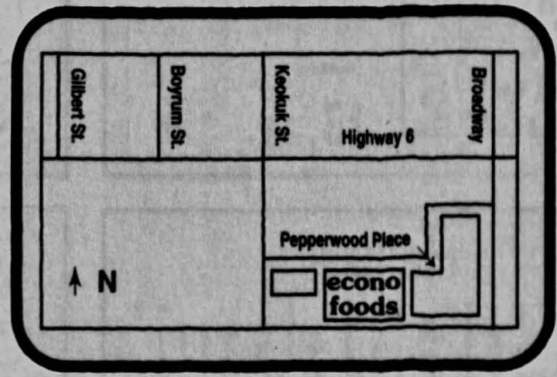
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Green Giant Frozen **Vegetables** 20 oz. Corn, Beans, Peas, Mixed

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99¢ **\$1 79** **\$1 39** **\$2 39**



More Winning Recipes

PILLSBURY
Bake Off.
CONTEST



Apple Squares

- 1 pkg. Pillsbury Yellow Cake Mix
- 1 stick butter
- 2 large eggs
- 1 1/2 cups sour cream
- 1/3 cup brown sugar
- 1 tsp. cinnamon
- 5 or 6 sliced apples
- Slivered almonds (optional)
- 1 can Pillsbury cream cheese frosting

Mix cake mix and butter as for pastry, save one cup of mixture for topping, pour rest in bottom of baking pan. Beat the eggs by hand and blend with sour cream. Next, layer the sliced apples over the pastry bottom. Pour sour cream and egg mixture over the apples. Take remaining dry mixture and mix with brown sugar and cinnamon. Sprinkle over the top. May sprinkle almonds also, bake at 350 until bubbles and is golden brown. Drizzle with Pillsbury cream cheese frosting.

Cheesy Vegetables

- 1-16 oz. bag Green Giant Seattle mixture-thawed, drained
- 1-16 oz. bag Green Giant San Francisco mixture-thawed, drained
- 2 cans Cream of Mushroom soup
- 2 cups shredded Swiss or Cheddar cheese
- 1 cup sour cream
- 1/2 tsp. pepper
- 1 small can Green Giant mushrooms - drained
- 1 large can Durkee French fried onions.

Preheat oven to 350°. In large bowl, combine vegetables, soup, 1 cup cheese, sour cream, pepper, mushrooms, 1/2 can French fried onions. Pour into 13x9 casserole dish. Bake covered at 350° for 30 minutes. Sprinkle remaining cheese & onions on top. Bake uncovered for 5 minutes or until onions are golden brown.

Zucchini Chocolate Cake

- 1 box Devil's Food Cake Mix
- 3 eggs
- 1/2 cup oil
- 2 cups zucchini-shredded
- 1 tsp. vanilla
- 1/2 cup walnuts

Follow baking instructions on cake box. Frost with chocolate fudge frosting.

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