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THE NEWSPAPER IOWA DEPENDS UPON Des Moines, Iowa April 7, 1991 Price \$1.50

# Companies begin forcing workers to alter lifestyles

By ALAN SIPRESS

Philadelphia Inquirer PHILADELPHIA, PA. — Out of

the blue, Janice Bone was fired. Two officials at the Ford Meter Box Co. in Wabash, Ind., where Bone had recently been promoted to payroll clerk, pulled her aside and escorted her from the plant. She was told not to return.

The apparent reason: A company drug test found nicotine in her urine.

Bone, it seems, was a smoker. Granted, she did not smoke on the job, but that really didn't matter to the Ford Meter Box Co. Its policy barred her from smoking at all.

"I was very shocked. It's devastat-

ing when this happens to you," said Bone, who filed a lawsuit in January against her former employer.

"Employers are getting way too much control over personal lives. I think a person has certain rights, and they absolutely don't have the right to tell you what you can do in your own

#### Interest in Private Lives

Desperate to control rising health insurance costs, a growing number of companies are forcing their employees to change the way they live. Not since the days of the company town,

perhaps, have employers taken such a probing interest in the private lives of their workers.

Some, such as Cable News Network, won't even hire someone who smokes an occasional cigarette at home. Others, such as U-Haul, have begun fining their employees for offhours smoking and for being overweight. And a few companies have begun to regulate the amount of cholesterol, saturated fats, coffee and even fast food their workers eat.

"Suddenly it becomes legitimate to treat people like pieces of equipment and to control people not just during

the workday but in the rest of their lives, and it's hard to see where it stops," said Ira Glasser, executive director of the American Civil Liberties Union. An employee, he said, becomes like a computer terminal kept in a dust-free, temperature-controlled environment to reduce break-

downs and maintenance costs. Already, opponents of these aggressive practices have countered by sponsoring legislation in more than a dozen states.

But supporters of the new, far-reaching employment policies say they will help businesses to rein in

galloping health insurance costs, which are increasing at about 20 percent a year.

"More and more large companies see an opportunity for aggressive intervention, things that would make lasting changes in risk factors," said John Pinney, a former health official in the Carter administration who is head of Corporate Health Policies Group Inc., a consulting firm.

This attention to workers' lifestyles is not entirely new. About 76 years ago, Thomas Alva Edison decided he would not employ cigarette smokers.

But it was only after the advent of

random drug testing in the mid-1980s that employers really zeroed in on people's personal lives. Urine tests became common.

Scared by the widespread use of drugs, many Americans perhaps unwittingly began to accept the principle that companies can make employment decisions based on people's off-work activities.

By 1988, a survey by the Administrative Management Society report-

ed that 6 percent of 283 companies JOB RULES

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## Iraq accepts cease-fire terms by U.N.

#### Bush awaits translation of Iraqi letter, conditions

From Register Wire Services

AMMAN, JORDAN - Five weeks after U.S.-led coalition forces drove Iraqi President Saddam Hussein's army from Kuwait, Iraq on Saturday accepted U.N. terms for a formal cease-fire in the Persian Gulf War.

In accepting the conditions, the National Assembly in Baghdad, which follows Saddam's dictates, called the arrangement "unjust," but it acknowledged Iraq had little choice if it was to avert further degradation.

President Bush said the Iraqi letter accepting the truce terms "appears to be positive," but he said U.S. analysts were still reviewing a transla-

The message of Iraqi acceptance was delivered in New York to the offices of the U.N. Secretary General and to the chairman of the Security Council by the Iraqi representative at the United Nations, Abdul Amir Anbari. He told reporters Iraq accepted the terms "without conditions," but added he considered the resolution "one-sided and unfair."

#### Kurdish Refugees

Meanwhile, hundreds of thousands of Kurdish refugees continued to flee into Iran and Turkey. The Turkish foreign minister said 1,500 had died in flight from Saddam Hussein's

In Baghdad, Saddam reshuffled his government for the second time in as many weeks, naming a son-in-law as defense minister. Analysts said the move was aimed at tightening Saddam's grip on power, following the rebellions that broke out after Iraq's rout in the gulf war.

Word that Iraq had accepted the cease-fire terms came from the Baghdad government's foreign minister, Ahmed Hussein, Iraqi diplomats at the United Nations said.

"Iraq has found itself facing only one choice - that it must accept Resolution 687," said Hussein in a 23page letter delivered to Secretary-General Javier Perez de Cuellar and Security Council President M. Paul Noterdaeme of Belgium.

The letter, written in Arabic, had not been translated into English by U.N. officials, but Iraqi diplomats

> GULF Please turn to Page 4A

The Register



Daylight-saving time began at 2 a.m. this morning. Did you set your clock ahead?

### Spring has sprung



Iowans who got outside Saturday enjoyed both record high temperatures and the sure signs of spring. Tiny pasqueflowers are poking through the bluestem. Baby great horned owls are losing their down and sprouting

real feathers. Fresh gopher mounds, basking bullsnakes and gooseberry leaves all speak of spring, while birds, such as this red-winged blackbird near Elkader, are singing a salute to seasonal change. STORY: 3D.

# Iowans' land experiment prospers

By LARRY FRUHLING Register Staff Writer

FAIRHOPE, ALA. - This little city has turned out to be a pretty, prosperous jewel that sits high above Mobile Bay among fragrant flowers,

towering pines and live oak trees. But it's not exactly the diamond that a small band of idealists thought they were cutting when they met in downtown Des Moines, 97 years ago, arguing over ways to rid the planet of economic and social injustice.

Fairhope started in Iowa as an idea that was promptly bundled up and carted into deepest Dixie.

The bearers of the idea were handful of Yankees who were looking for a warm climate and cheap land on which they might prove to the world

that private ownership of land was the root of most, if not all, of society's

#### Supporters

The idea still has its supporters among Fairhope's 8,500 residents. and 30 percent of the land in town still is held by "the colony" - the organization that started in an office building on Sixth Avenue in Des Moines and launched a new utopian community in the South.

But time, compromise and circumstance have squeezed much of the political fire out of the town that once attracted a spectrum of radicals, socialists, odd ducks, artists, writers and seekers of a model society that

"Wild-eyed radicals got the town said. "Now it's solid Republican terri-Rowe describes the town as pros-

perous, mostly white, self-satisfied and edging toward "yuppieville." Boutiques

main avenue, which leads to a spaare lined with boutiques, health-food

would be copied across the nation.

going," Gale Rowe, a colony official,

Downtown side streets and the cious, beautiful park on Mobile Bay,

# LARRY STONE/The Register Uof I laser lab, tarnished dream, facing more cuts

By CHARLES BULLARD Of The Register's lowa City Bureau

IOWA CITY, IA. — The University of Iowa's ill-fated \$25 million laser center is being drastically scaled back by President Hunter Rawlings.

But other university officials insist that even being only a third of its originally envisioned size the center will still be one of the nation's top laser research facilities.

Because of the tight state budget and the lack of support among legislators for the controversial Center for Laser Science and Engineering, Rawlings said the top floor of the three-story laboratory building will remain unfinished. The building is now under construction on the banks of the Iowa River, north of the Iowa Memorial Union.

The hiring of faculty members for the center has been cut by two-thirds, Rawlings said, and the equipping of the center has been delayed.

"It's scaled down and slowed down at this point. That's because of the realities of the situation," said Rawl-

Added James Morrison, U of I vice president for research: "We're planning on the basis of about one-third of the original vision."

completing the 135,000-square-foot building, despite the delays in hiring faculty and despite the lack of equipment, the laser center will still be an outstanding research facility, Morri-

"I think we could be one of the top 10 even limping along for a while," he said. "Considering what Iowa has to spend, I think that's pretty damn

Freedman's Promise

son maintains.

But it's not good enough for the Legislature because Rawlings' prede-Please turn to Page 11A | cessor, James Freedman, promised



FREEDMAN



lawmakers that the University of Iowa would be the worldwide leader in laser technology if legislators

would grant \$25 million in bonding authority to construct the center. The center, Freedman told legisla-

LASERS

Please turn to Page 6A

### Book reveals Nancy Reagan's But despite the three-year delay in ompleting the 135,000-square-foot

By MAUREEN DOWD New York Times

NEW YORK, N.Y. - Of all the fictions perpetrated in American politics, perhaps one of the most absurd is that first ladies have no power. They might occasionally weigh in on personnel issues, the nation is assured, but they would never meddle in poli-

But a new book, "Nancy Reagan, the Unauthorized Biography," by Kitty Kelley, could forever shatter that myth and add allegations of scandalous sexual behavior to the folklore of the Reagan era.

Beyond the adoring gaze, Kelley asserts, Nancy Reagan, or "Mrs. President," as her staffers called her, ruled the White House with a Gucciclad fist.

When former President Ronald Reagan was given his agenda for his first meeting in Geneva with Mikhail Gorbachev, Kelley recounts, he asked his aides, "Have you shown this to Nancy?"

"No, sir," they replied. "Well, get back to me after she's

passed on it," he told them.

#### Sensational Claims

The new biography also offers sensational claims that the Reagans practiced a morality very different from what they preached. The book was printed under conditions of extraordinary secrecy by the publisher, Simon & Schuster. The New York Times obtained an early copy of the book, which will appear in stores across the country Monday.

Kelley has developed a reputation as a giant-killer for her sensational books about the rich and famous. She wrote that Jacqueline Kennedy had shock treatments; that President Kennedy's retarded sister, Rosemary, had a lobotomy, and that Frank Sinatra's mother was a New

NANCY

Please turn to Page 4A

## College often confusing, lonely for black athletes

By TOM WITOSKY Register Staff Writer

AMES, IA. — Anthony Hoskins will never forget his first day of class at Iowa State University.

"It was Psych 138," Hoskins, a native of Detroit's inner-city, said with a bit of a laugh. "I was the only black face among 200 students. That was when I learned what it meant to be a minority."

As Hoskins spoke, his father, who had just witnessed his son receiving a bachelor's degree in industrial technology, walked up. "Now they want to raise the admission standards so guys like me may not be able to get in here," Hoskins told his father.

"That so," his father replied with a snort. "They must not want to be able to compete in football anymore."

For Hoskins and other black athletes at predominantly white univer- nity brings with it four or five years sities, this incident reflects the con- of dealing with others who know little tradictory realities of college sports:

like a foreigner in an unfamiliar land. He is lonely, disoriented and viewed with a suspicion that sometimes



WHITE WORLD First in a series.

bridges into racial prejudice. On the other hand, the black athlete is a public figure, adulated as long as he exhibits top-notch athletic ability, academic excellence and model behavior.

On one hand, black athletes get an opportunity many young people from their communities don't have much hope of getting - a college education and the possibility of playing professional sports.

On the other hand, that opportuof black culture and are not inclined • On one hand, the black athlete is to exhibit tolerance for it, much less

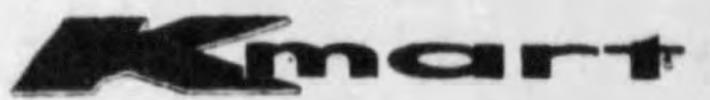
BLACKS

Please turn to Page 8A



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## ATTENTION The Char-Broil Gas Grills on page College often confusing, 15 of the Kmart April 7 circular may be incorrectly pictured. The Grill in the large picture is the lonely for black athletes

BLACKS

Continued from Page One

appreciation. On one hand, the black athlete is

courted for what he can do for the school's image.

On the other, he is resented because he may not meet the same admission standards as other students and often is suspected of not being held to the same academic standards

as other students.

 And even when he can excel in academics, he often is treated as if he

A growing number of black athletes overcome the difficulties and obtain their degrees - Hoskins, for example, and his teammates Keith Sims, a lineman, and Paul Thibodeaux, a running back, who were all in the same graduating class.

Even so, interviews with black athletes at the University of Iowa and Iowa State University — two large and predominantly white schools in a largely white state - indicate that campus life for them is confusing, frightening and often lonely.

The athletes say these stresses impair their ability to cope with the academic demands as well as the social ones - a factor that whites often fail to realize in their criticisms.

"It is very difficult to adjust because it is so different from what you are used to," said former Cyclone basketball star Jeff Grayer, who felt so out of place that he quit school at the end of his first semester, only to return a week later. "It gets to the point where you wonder if you can cope, if you can adjust to what is going on around you."

University of Iowa basketball player James Moses found life as a freshman in Iowa City a very different experience from life in Southern California. And it had nothing to do with snow or cold.

"It was like they were wondering when I was going to start fighting or try to steal something," Moses said. "I have to keep reminding myself that I am probably the first black kid a lot of students here ever saw."

Said ISU sophomore football player Hussein Warmack: "It has gotten to the point that when I walk on campus, I walk with blinders on. You walk into a classroom and people already have stereotyped you. I don't know how many times someone has asked me if I belong to a gang. So I always ask back, 'Are you in a

With today's report, The Register begins a series exploring what life is like for black athletes who leave larger cities to attend Iowa and Iowa State — the state's largest public universities and members of the college sports elite.

Though the two schools are more than 100 miles apart and in some regards quite different, the experience of attending either school is strikingly similar for black athletes.

"The very basic questions of living that a young black athlete must answer are the same in Ames as they are in a town like Iowa City or Pullman, Wash., or anywhere else," said George Raveling, basketball coach at the University of Southern California and former coach at Iowa and Washington State.

Raveling says many of the problems black athletes confront result from the difficulties of adjusting to life in white, often small communities after having lived in inner-cities for the first 18 years of their lives.

"Black athletes get confused and isolated because they are undergoing the biggest adjustment of their lives," he said. "They come into a life and a culture that for many of them are completely foreign."

The culture shock can be illustrat-

ed by such a simple thing as going to a restaurant — an experience that can cause a young black adult great embarrassment.

"Many inner-city youths have never had a steak before or eaten in a fancy restaurant. Sit them down at a table with a lot of silverware and they truly become uncomfortable, Raveling said.

In general, athletes at both schools say their experience has been more than worth it from both educational and athletic standpoints.

But they don't offer much glowing praise of the Iowa experience when it gets personal.

"I don't hate Iowa State," Warmack said. "I just hate certain things about it. There is nowhere that is perfect, and I think some of the people here, particularly those from small towns, just make it unpleasant sometimes. By the same token, I don't dislike it — because it has forced me to grow up a lot."

Star running back Nick Bell said, " don't regret I came to Iowa. By not going to a black university, I may have missed something in terms of attention and camaraderie of people who are like me. But I learned how to adapt to the environment I am in.

Dream Vans

And that is what life is all about."

mester. He returned a week later.

Jeff Grayer, left, who now plays for the Milwaukee Bucks, above, says he felt

so out of place at Iowa State University that he quit school after his first se-

The athletes voiced little direct criticism of their schools or communities. They said most fans, students and faculty are supportive.

At the same time, they suggested their problems result from a feeling of being isolated from the rest of the student community and being unjustly viewed with suspicion.

"Just walk on campus," says Warmack, a Detroit native. "They cheer you on Saturday, but with your helmet on they don't know what you look like. You go to class and they simply ignore you. They will come and cheer for you, but they won't talk to you. That's why I walk with blinders on when I walk the campus."

It gets to the point quite quickly, Bell said, that a star black athlete will isolate himself just to survive.

"They don't expect me to be intelligent, they don't expect me to be articulate, they don't expect me to have manners," Bell said. "There is a lack of education on their part that there are intelligent black people. That is the result of the school system and the fact there are few blacks here."

In recent years, both schools have been embroiled in controversies over academics and athletics.

Last year's trial in Chicago of sports agent Norby Walters disclosed academic transcripts for former Iowa players Devon Mitchell and Ronnie Harmon so light in substance that U of I President Hunter Rawlings declared them ludicrous and ordered tougher academic standards.

Associated Press

At Iowa State, similar steps were taken, and a faculty committee went beyond that by urging a rise in admission standards for athletes - in line with those of other ISU students rather than the minimums permitted by the NCAA. This was rejected by then-President Gordon Eaton.

Higher admission standards likely would have reduced the number of black athletes seeking admission, and it was this proposal that Hoskins was referring to in his graduation day chat with his father.

Although ISU rejected such a unilateral move, similar proposals are being made nationally within the NCAA and in the recent report of the blue-ribbon Knight Commission on Intercollegiate Athletics.

Not surprisingly, several former Hawkeye and Cyclone athletes say higher admission standards would be viewed with suspicion by many black athletes and their parents.

"You have to give as many people a chance as you can," said former ISU football player Eddie Bridges. "If you don't, all the talk about helping to improve society doesn't mean much."

Former Iowa running back Richard Bass said he had not prepared himself during high school. "There was no way the school should have given me a chance," he said. "But the school did, and now I'm the first one in my family ever to get a college education."

Former Cyclone basketball player Marc Urquhart, who now is attending medical school at Johns Hopkins University, said, "It would cut off opportunity to those who have been deprived of opportunity all of their lives. The best thing is to get them there and make them work extra hard to keep them there."

But a leading black education professor at Iowa State disagrees. "It is just wrong to bring a young black athlete to this campus when he or she has no chance of making it," said Dan Robinson, who helped write the facul-

ty recommendation. "All you do is make sure that person fails at what he or she is attempting to do."

## What's ahead in this series

TODAY - in The Big Peach: athletes who are as successful in the classroom as on the playing field. Plus athletes' reactions to problems they face in college.

MONDAY - Jeff Grayer and Nick Bell, two standouts who have yet to graduate, talk about what they learned in college.

TUESDAY - Academic success stories: two football players who overcame difficult adjustment problems and graduated.

WEDNESDAY - Life after flunking out. Basketball players Ray Thompson and Mark Baugh discuss their futures.



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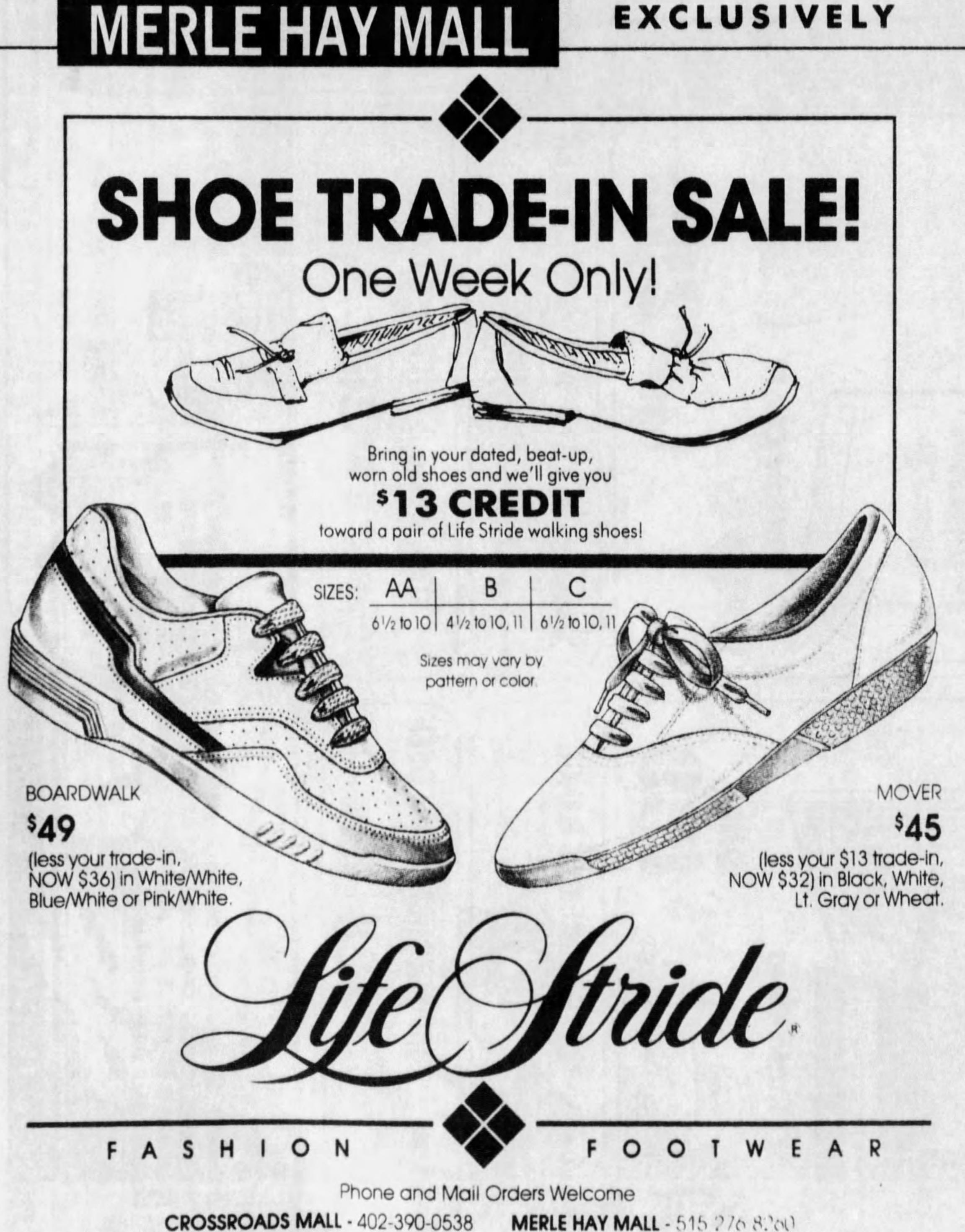
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