

The A.F.T. STRIKE Continues!!

POLICY ON THE FIRST WEEK OF THE SEMESTER

WITH THE START OF THE SPRING SEMESTER STUDENTS AND STRIKE SUPPORTERS ARE WONDERING WHETHER THE A.F.T. IS STILL ON STRIKE. LET THERE BE NO MISTAKE, A.F.T. LOCAL 1352 IS STILL ON STRIKE.

DURING THIS FIRST WEEK OF THE SPRING 1969 SEMESTER SOME CONFUSION MAY ARISE CONCERNING THE TACTICS OF THE STRIKE SINCE A.F.T. MEMBERS WILL BE LEAVING THE LINES TO ESTABLISH THEIR CLASSES. IT IS THE POLICY OF THE A.F.T. THAT OUR MEMBERS SHALL ESTABLISH THEIR CLASSES BY MEETING THE FIRST (AND ONLY THE FIRST) SECTION OF EACH COURSE. IN ORDER FOR STUDENTS TO BE OFFICIALLY REGISTERED IT IS NECESSARY FOR THEM TO TURN OVER CLASS CARDS TO INSTRUCTORS DURING THE FIRST CLASS SESSION. HAYAKAWA AND THE TRUSTEES WOULD LIKE NOTHING BETTER THAN TO ELIMINATE STRIKING STUDENTS AND PROFESSORS FROM THE ROLLS. IN ORDER TO PREVENT THE ADMINISTRATION FROM CANCELLING THE CLASSES OF STRIKING PROFESSORS IT IS IMPORTANT THAT COURSES BE ESTABLISHED. IN ORDER TO PROTECT THE CREDIT STANDING OF THESE COURSES WHICH ARE INDISPENSABLE IF STUDENTS ARE TO HAVE A COMPLETE PROGRAM, IT IS IMPERATIVE THAT THE STRIKE BE SETTLED EARLY IN THE SEMESTER.

THE BEGINNING OF THE SEMESTER IS A CRITICAL TIME IN THE STRIKE. IF WE ALL STAND TOGETHER THERE IS NO DOUBT THAT WE CAN WIN.

A.F.T. LOCAL 1352
4097 - 19th AVENUE
SAN FRANCISCO 94132
(415) 586-8468

(LABOR DONATED)

FEB?
MAY 1970

ATTENTION STUDENTS

The AFT thanks the thousands of students who are freely registering in the classes of striking professors in full knowledge that such courses might not generate course credit if the strike fails. We are grateful for this act of faith in the justice of our cause.

This student support has contributed to the fact that the Trustees, for the first time in the history of the state college system, are now bargaining in good faith with a teachers organization such as the AFT. It has contributed to the fact that there is now some hope that the Third World strike will be settled.

While these signs are hopeful, the deans, together with some department chairmen, are now acting in ways which they hope will weaken the strikers' position. They are setting up scab sections for courses taught by AFT professors and urging students to drop the AFT courses.

This is being done even though all AFT teachers and their students have followed the procedures set down for the spring semester by the administration. This is being done even though the union is taking action to ensure that the school will return to the original schedule after the strike settlement. If these scab sections continue, the AFT teachers may be locked out.

The fact is that students have until March 10th to pick up their cards from the union office if they wish to drop an AFT course. Furthermore, students can drop courses through May 30th by requesting a "W" grade. We will grant these "W's" if requested. Therefore, under present registration procedures, students do not have to get back their admit cards from the union office now to drop a course. DO NOT PARTICIPATE IN A LOCKOUT BY DOING SO.

stay with your striking teachers...

keep up the pressure against

Hayakawa & the Trustees!

**STUDENT DISCIPLINARY PROCEDURES:
A Critical Analysis**

I. VIOLATIONS OF DUE PROCESS

A. There is no right to confrontation or to cross-examination. The police report relating to the student's arrest may be used as evidence tending to prove the acts charged. The student may "examine the police report" and may question this hearsay evidence offered against him, but the officers who made the report are not present to be questioned. The right to ask questions of witnesses is specifically given only to members of the hearing panel.

B. There is no right to a record. No tape recording is permitted. If the student wants a written transcript, he must furnish a court reporter, at his own expense, and provide a copy of the transcript promptly to the college president at no cost to the college.

C. There is no placing of the burden of proof on those bringing the charges. The notice letter is read to the student and he is asked if he committed the acts with which he had been charged. If the student "does admit them, no further evidence shall be received," except for a "statement in mitigation of punishment."

D. The degree of proof required for decisions is vague, confusing, inadequate, and indefinite. The findings and recommendations which are sent to the president are made by majority vote of the panel based upon undefined "substantial evidence." The standard for conviction is defined as follows: "The members of the panel need only be reasonably persuaded as to the conduct of the person charged."

E. There is no right to meaningful assistance by an advisor in the student's defense. The student may be accompanied by an advisor, who may be an attorney. That advisor may address the panel "only at the discretion of the panel," although the advisor may "quietly advise the student charged."

F. The hearing panel does not have final authority. The panel submits its findings and recommendations to the president. The president may reverse the panel's decision. The student is notified by the president "of the action being taken by the college." The student's only appeal is to this same president.

The Academic Senate's proposal was that the hearing committee should have final authority. Acting President Kayakawa refused even to discuss with the Trustees the delegation of his authority in these proceedings. Many of the students involved in the disciplinary hearings are charged with violation of emergency regulations promulgated by the acting president, who in some cases signed the complaints and who has final and appellate authority in all actions taken by the college against these students.

(more...)

II. DISCRIMINATORY SELECTION OF PANEL MEMBERS

A. The panel is composed only of faculty members, even though the Constitution of the Associated Students and the proposal passed by the Academic Senate included students as well as faculty on the hearing panel.

B. Those members of the faculty who have volunteered are not representative of the entire faculty. The Academic Senate passed a resolution on January 28, 1969, "urging all faculty not to participate in the administration's student disciplinary procedures." The AFT membership voted not to participate.

C. The faculty who do serve on the panel are not elected or appointed by any faculty group; they are selected by the president or by the Coordinator of Internal Affairs or by their designees. Thus, those who select the panels serve also in the capacity of "prosecutor" or "judge."

III. DENIAL OF THE CONSTITUTIONAL PRIVILEGE AGAINST SELF-INCRIMINATION

The proposal passed by the Academic Senate would have postponed any change in the status of any student who faces criminal court action for the same or related action for which he may face college discipline until the criminal court has resolved the case. The administration's procedures reject the idea of any such delay.

If the college suspends such a student or summons him to appear at a disciplinary hearing, that student risks being whipsawed between the criminal proceeding and the disciplinary hearing in violation of at least the spirit of the constitutional privilege against self-incrimination. To encourage or even to allow a student charged with a criminal code violation to appear at a disciplinary hearing to present his defense and bring in his witnesses might seriously prejudice his subsequent trial in criminal court. To suspend such a student who cannot and should not present his defense in his own disciplinary hearing means that he is punished even though he has not had a "fair trial."

PREPARED BY

San Francisco State College Federation of Teachers Local 1352
Off-Campus Headquarters: 4097 - 19th Avenue, San Francisco, Ca., 94132

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HALT THE ASSAULT 2/2

ON HIGHER EDUCATION

SUPPORT STRIKING S.F. STATE TEACHERS AND STUDENTS. THEIR FIGHT IS OUR FIGHT

- Stop the Reagan-Hayakawa attack on the right of unions to organize; defeat the injunction.
- End institutionalized racism in our schools. Support minority students in their fight for an education which serves the needs of their communities.

STRIKE SUPPORT RALLY Hear!

● **WILLIE BROWN**
State Assemblyman

● **Dr. CARLTON GOODLET**
Publisher, SUN REPORTER

● **THIRD WORLD LIBERATION FRONT SPOKESMEN**

● **TIMOTHY TWOMEY**
Sec.-Treas., Hospital Workers, Local 250
Vice-Pres., Central Labor Council

● **LOU GOLDBLAT**
Int. Sec.-Treas. I.L.W.U.

● **GARY HAWKINS**
Pres., AFT, Local 1352

● **JIM GALLAGHER**
Ex. Sec., Community Conference to Support the S.F. State Strike

— also —

● **ED BARLOW**
Sec.-Treas. Teamsters, Local 9

● **SALVADOR CORDOVA**
Mission Strike Support

● **RON DELLUMS**
Berkeley City Councilman

● **MORRIS EVENSON**
Painters, Local 4

● **LARRY ITLIONG**
Asst. Dir., United Farm Workers, AFL-CIO
(with message from Cesar Chavez)

● **G. T. (JAKE) JACOBS**
Sec.-Treas., Oil, Chemical & Atomic Workers, Local 1-561

● **REV. LLOYD K. WAKE**
Japanese-American Strike Support

Special Guests: ● **SHARON GOLD**, AFTA, Local 1928 ● **HENRY MCGUCKEN**, AFT, Local 1352

Sunday; February 2nd -- 3 PM

San Francisco Labor Temple

2940-16th Street (at Mission), San Francisco

Ausp: Community Conference to Support the S. F. State Strike

827 Hayes Street, San Francisco, telephone: 626-4599, 431-8293

■ Organizations Listed for identification only

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A listing of the strike demands

STUDENTS

Following is a list of the 15 strike demands as put forth by the Black Student Union and the Third World Liberation Front.

THE TEN BSU DEMANDS

1. That all Black Studies courses being taught through various other departments be immediately made part of the Black Studies Department, and that all the instructors in this department receive full-time pay.
2. That Dr. Nathan Hare, Chairman of the Black Studies Department, receive a full professorship and a comparable salary according to his qualifications.
3. That there be a Department of Black Studies which will grant a Bachelor's Degree in Black Studies; that the Black Studies Department, the chairman, faculty and staff have the sole power to hire faculty and control and determine the destiny of its department.
4. That all unused slots for Black Students from Fall 1968 under the Special Admissions Program be filled in Spring, 1969.
5. That all Black students wishing so be admitted in Fall, 1969.
6. That twenty (20) full-time teaching positions be allocated to the Department of Black Studies.
7. That Dr. Helen Bedesem be replaced from the position of Financial Aids Officer, and that a Black person be hired to direct it, that Third World people have the power to determine how it will be administered.
8. That no disciplinary action will be administered in any way to any students, workers, teachers, or administrators during and after the strike as a consequence of their participation in the strike.
9. That the California State College Trustees not be allowed to dissolve the Black programs on or off the San Francisco State College campus.
10. That George Murray maintain his teaching position on campus for the 1968-69 academic year.

THE FIVE TWLF DEMANDS

1. That a school of Ethnic Studies for the ethnic groups involved in the Third World be set up with the students in each particular ethnic organization having the authority and control of the hiring and retention of any faculty member, director and administrator, as well as the curriculum in a specific area study.
2. That fifty (50) faculty positions be appropriated to the School of Ethnic Studies, 20 of which would be for the Black Studies Program.
3. That in the Spring semester, the college fulfill its commitment to the non-white students in admitting those that apply.
4. That, in the Fall of 1969, all applications of non-white students be accepted.
5. That George Murray, and any other faculty person chosen by non-white people as their teacher, be retained in their position.

TEACHERS

STRIKE ISSUES OF THE SAN FRANCISCO STATE COLLEGE AFT, Local 1352

- I. Strike Issues Directed to the President and Administration at San Francisco State College:
 - A. Negotiation of and adoption of comprehensive rules and regulations governing:
 1. Grievance procedures related to faculty affairs.
 2. Personnel decisions (hiring, firing, tenure, promotion, demotion, suspension, lay-off).
 3. Conditions under which pay can be reduced or docked.
 4. Sick leave and other fringe benefits.
 5. Unit and class load assignments for full and part-time faculty.
 6. Stipulation of prerogatives and delineation of authority at various administrative levels.
 7. Guidelines and standards for professional perquisites (sabbaticals, travel, research leaves).
 8. Faculty involvement in decisions on academic matters (curriculum selection, assignment of faculty and staff, grading, graduation requirements, determination of calendar, admission requirements).
 9. Faculty involvement in decisions governing all local administrative matters (office space, parking).
 10. Recovery of faculty positions bootlegged for administrative purposes.
 - B. Protection of Constitutional Rights
 1. Amnesty for all faculty, students, and staff who have been suspended or have been subject to other disciplinary action and/or arrested, and withdrawal of outstanding warrants as a result of activity to end racism at San Francisco State College.
 2. No disciplinary action for exercising constitutionally protected rights.
 - C. Black Students Union and Third World Liberation Front grievances must be resolved and implementation assured.
 - D. All agreements on the above to be reduced to a written contract.
- II. Strike Issues Directed to the Trustees of the California State Colleges:
 - A. All agreements made with the local administrations under (I) above shall be binding upon and accepted by the Trustees.
 - B. Sufficient funds shall be provided from current reserve and emergency funds to:
 1. Maintain the present faculty positions (this will prevent the lay-off of 100-125 faculty in the Spring Semester, 1969).
 2. Gain new positions to replace those given by various departments and schools to staff a Black Studies Department and a School of Ethnic Studies.
 3. Protect the revised work loads presently scheduled in many departments for Spring, 1969, and assure the same for everyone who requests it.
 - C. Rescission of the ten disciplinary rules passed by the Trustees on November 26, 1968.
 - D. Approval of the Student Union plan presented by the Associated Students at San Francisco State College.
 - E. Cancellation of proposed changes in Title 5 that would take away student control of student body funds.
 - F. Recognition of college constitution that emerges from the Constitutional Convention called by the Academic Senate at San Francisco State College.
- III. Strike Issues Directed to the Governor and the Legislature:
 - A. That a special joint committee of the California State Assembly and Senate be appointed to conduct negotiations with the State College Board of Trustees and the Union to agree on systematic and continuing financing for the proposals under I and II above and to provide the necessary increases in salary required to maintain a qualified faculty at San Francisco State College.
 - B. That when the special Legislative Committee, the Board of Trustees, and the Union have reached agreement, the Committee report to the next session of the Legislature so that necessary monies may be provided to put the agreement into effect.

COMMUNITY CONFERENCE TO SUPPORT THE S. F. STATE STRIKE

Partial list of supporters*

AFSCME, Local 1695
 BARRY BORGERSON
 Oakland Opposition Center
 CLARE BROADHEAD
 Strike Support Committee of Marin
 Rev. ROBERT CROMEY
 Vicar, St. Aidens Church
 ANN DRAPER
 Amalgamated Clothing Workers
 PAT FARBMAN
 Pacific Heights Ad Hoc Committee
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 Rally of Afro American Parents
 JACK FUGETT
 Committee of Returned Volunteers
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 RIP RIDLEY
 Western Addition Community Coalition
 DON WATKIN
 I.L.W.U. Local 34

*organizations listed for the purpose of identification only

WHY DO THOSE G.D. STRIKERS HAVE 'NON-NEGOTIABLE' DEMANDS?

It is not the Fifteen Demands, one by one, which are non-negotiable (although, in fact, they probably are); more importantly, it is their sum premise, their philosophic framework, which is non-negotiable. Two hundred years ago, you may recall, a group of men abruptly declared 'freedom and 'equality' to be irrefutable laws of nature: the power to demand these conditions was deemed self-evident. Today Black and Third World peoples, those who know best how weak 'freedom' and 'equality' are when they stand alone, have amended that political declaration with an additional political declaration: 'self-determination.'

Roger Alvarado: "We do not want equality, we want more. We want the ability to control the power, the authority, the finances, to direct our education. We understand the principle on which we base our demands is self-determination. Determination to direct ourselves to learn whatever we want to learn and use it the way we want." --THE MOVEMENT, Jan. 1969.

"Without power we can't change things. A Black Studies department under control of the same people who have perpetuated the old system is unacceptable. That's not negotiable. We must win the power to administer it ourselves, we, the black students and black faculty, in the interests of the black community."--unnamed BSU member, THE MILITANT, Dec. 27, 1968.

In response to charges that the Black Studies concept is more "separatism," Roy Innes, National Director of CORE, has decried in turn "the theories of 'integration and segregation.'" Integration and segregation were, in practice, identical because "the flow of goods and services was controlled by whites."--THE DAILY GATE, Feb. 8, 1969.

Jack Alexis recently cleared up another semantic muddling of the term "non-negotiable." With the strike demands construed by the press and trustees as a hasty barricade thrown together by mindless anarchists at a moment of confrontation, their non-negotiability was immediately distorted to mean that they were "arbitrary and irrational," the willful construction of an impasse. But in fact the demands are non-negotiable for precisely the opposite reason. They were NOT thought up the day before the strike. The Demands are the end result of three years of attempted arbitration, three years in which the establishment resisted discussion and implementation. The demands in their final form are a distillation of those three years of study and experience into a very specific and politically-sophisticated philosophy.

Most people have Just Enough (with a little to spare) and so they must spend their time guarding that nest-egg against those who lack even that. Those who have Less Than Enough have been the first to see that both sides are victims of something else. Only those who have Just Enough can still afford the luxury of saying: since we have no power we cannot ask for anything. But it is precisely because we have no power that we are on strike! If you simply say that you have NO power, the establishment need not give you any power. Yet it's our RIGHT not to be slaves or chattels, isn't it? To begin to be free, men said simply: it's our 'inalienable' right to be free. To give reality to that freedom you must have the power of self-determination. This must be an "inalienable right" or the "inalienable right" of "freedom" means nothing. Self-determination cannot be negotiated: that's a contradiction of terms.

IN SUMMARY, 'non-negotiable' does not mean 'an arbitrary refusal to negotiate,' as the public now believes, but 'demands so essential, so basic, that they must be considered "inalienable" '---and not just for Blacks but for each man and his own thing: the Black thing, the Student thing, the Worker thing, the Teacher thing, etc., etc.: each minority group has a right to determine and insure its freedom within its own environment at the least. It is precisely because we lack this simple right that students, teachers, and workers and every other person at S.F. State should be on strike. Return the power to the people! (Even 'non-radical' politicians like Alioto agree that this is the just cause). Strike now for Home Rule and Self-determination. Don't sell out your own cause and the future of just government. Aware of the threat to their autocratic control, the Trustees and the Governor refuse even to SPEAK with students. Will you support that tyranny? That house of cards is falling. Remove the last props of THEIR refusal to talk. Withdraw your support and join the strike!

That the general public has not known why the students' Fifteen Demands are 'non-negotiable' is not surprising. Convocations are abruptly cancelled. Mass media is closed to students, etc. Until the students are given a chance to explain their stand themselves, help AFT 1928 fill the information gap. Don't cross the line, join it.

Off-Campus Headquarters · 4097 - 19th Avenue · San Francisco, Ca., 94132

February 17, 1969

AN OPEN LETTER TO OUR STUDENTS:

A new semester-- and many of your teachers are carrying signs that ask you not to go on with education as usual. In the past month there has been a great deal of talk, various in motive and largely inaccurate, about why we strike. We want to remind you once more of our real aims and show you why you should support us. For this may be San Francisco State's last chance to remain a college of which you can be proud.

You have been told time and again that we are making a power grab. The statement is meaningless. The truth is that we ask for essentially no more than every faculty group, including the senate, has asked for over the years--and no more than any one of us knows we must have if the college is to survive as a first rate school.

First, we ask for more local authority, more resources, so that the record of faculty action ceases to be a record of faculty impotence. Powerlessness has been our real trouble all along--and will continue to be unless the rules of our governance are changed. And do not misunderstand us: the union is trying to strengthen faculty and student government, not supplant it. Our negotiators have asked the Trustees to delegate real authority to the college--and have been refused, of course. Yet unless the college does secure the authority to make those decisions vital to its life, it cannot survive. Surely the past year's events demonstrate that beyond question.

Second, we ask for decent working conditions, studying conditions, living conditions. Again, no more than every self-respecting faculty group has asked for across the years.

These two things, essentially, are all we ask for. We do not even ask to have the matter settled in full detail at this time: we ask merely to have a settlement negotiated in good faith. True to their past, the Trustees refuse.

You have heard that we demand settlement of the student strike. That is true. Settlement of that strike is so obviously necessary if our educational program is to resume, that we cannot understand any differences of opinion here. The issue is again autonomy. We demand only that the local government of the college, as approved by its faculty, be given the authority to settle that strike. We know it can be done. At the moment no promise made by any person on campus has any bullion behind it at all. That situation must change.

The same recognition that local autonomy is essential to us lies behind our stand on Title 5 (student control of student funds) and on the vetoed student union. We suffer everywhere from our inability to honor our own decisions.

You have heard often that we struck at an inopportune time. Yet remember how the college was when we voted to strike. A numbingly authoritarian regime had been forced on us; police were everywhere; freedom of speech and assembly had been denied; the college's carefully constructed grievance and disciplinary action procedures had been discarded. Education on campus was literally dead. Only a strike, in our opinion, held any hope whatever of gaining a breathing space for reason and recovery. Events have proved that we were right. If there has been little reason and no recovery, whose fault is that?

(over)

You have heard that we condone violence. That is a political lie, disproved by fact. Nearly every act of violence occurred before we voted to strike; almost no violence has occurred since. Yet the police were everywhere before we struck--they solved nothing. The truth is that for many of our most committed members, our strike is essentially an effort to prevent violence by creating a peaceful protest that can lead to the redress of real grievances. If some of you have attended classes peacefully on campus since January 6, remember that our pickets are largely responsible for that peace.

Make no mistake, however. If it becomes clear that peaceful protest will not bring about redress even of the most just and obvious grievances, there may be violence again--though not by us. If that happens in the next days, put the blame where it belongs: on those who have consistently refused to negotiate with us, who have given nothing, who offer only repression and the policemen's club--on the Trustees.

We strike because we believe in the peaceful negotiation of differences by people able to act. We believe that education must be guarded by justice and not by force. We believe that faculty and students must be able to share in the decisions that shape their lives. When we ask for negotiations, that is what we ask for. When those who try to break our strike refuse, that is what they deny. They deny it not only to us: they deny it also to you.

And that is why we ask you not to go on with education as usual. We are in a life or death crisis, saddled with an improperly chosen president, in turn controlled by an illiberal governor. Bowing before this wind will not help us to stand erect. A paycheck can cost far more than it is worth, as can 3 units or a grade.

Our college is not alone at stake. The fate of the entire state college system is at issue, perhaps the fate of higher education in America. We ask you not to be freeloaders in this struggle. We ask you not to stay inside when the strike is resumed. If you do, you support Hayakawa, Reagan, everything that they stand for--everything they are trying to do to higher education. Make no mistake. Only a massive repudiation of their policies can bring peace to this campus--unless it is the peace of the club, Hayakawa's peace, in which case teaching and studying at San Francisco State will become cause for shame.

We ask you to support your striking teachers. Register in our classes. Help us force the Trustees to negotiate in good faith with us and to begin serious implementation of the demands of black and third world students. This is a time of truth for all of us. We cannot teach on our knees. You have nothing to learn from a kneeling professor.

Join us. We are on your side -you should be on ours.

Labor Donated.

February 25, 1969

2/25

STRIKE BENEFIT EVENTS

February 26, Wednesday-8 PM Poetry Reading at

Glide Memorial Church with Ferlingetti,
Michael McClure, Kay Boyle ect.

\$1 Students \$2 General

February 28, Friday-Cocktail Party at the Sun Reporter

Building. Sponsored by the Black Social
Workers

March 1, Saturday- 7:30PM Film benefit at the First

Unitarian Church, Franklin and Geary St.,

Woman of the Dunes, Charlie Chaplin short,
and The Bird. Mime Troupe. Home baking.

\$1.50

March 2, Sunday-Art Auction and Sale. Brown's Hall,

390 Miller, Mill Valley. Sponsored by
Marin Strike Support.

March 12, Wednesday-Dance Benefit at "The Carousel

Ballroom" with A.B Sky Blues Band,

Cleveland Wrecking, and It's a Beautiful
Day. Light Show. Admission:\$2.00

Coming Events

March 27 A wedding celebration for Tony Moranda
and Sharon Gold. Bands, Ethnic Foods.

April 12 A Blues Program at Longshore's Hall