MIT, strikers meet, hold day-long talks

By Mike McNamee

MIT negotiators met for more than nine hours yesterday with officials of the striking Service Employees International Union Local 214, giving rise to hopes that that union's 26-day-old strike might soon be settled.

The menning at the Boston office of the Federal Mediation and Conciliation Service began at 10am yesterday, and was continuing as The Tech went to press last night. Themenning, reportedly held at the request of Federal Conciliator Richard Goggin, was the first between the strikers and MIT since Sept. 19.

Goggin told The Tech at 6:30pm yesterday that the negoti-ators were ‘‘taking a break, getting something to eat, and getting ready to come back and talk some more.’’ Goggin refused to comment on the substance of the discussions: ‘‘It wouldn’t make any sense to comment, since we’re going to come back and talk some more.’’

MIT Vice President for Administration and Personnel John M. Wyne said last night that he was ‘‘optimistic’’ about the outcome of the talks. ‘‘These are fairly intense discussions, and I hope that out of them will come a set of agreements both parties can accept.’’

Wyne refused to comment on the substance of the talks, saying ‘‘until they’re finished, we can’t tell what the outcome will be.’’

Should the negotiators arrive at an agreement that union officials would be willing to accept, the union would vote on whether or not to continue its strike immediately.

ENROLLMENT FIGURES

FOURTH DAY FIGURES (Official count to be October 11, 1974)

<table>
<thead>
<tr>
<th>School of Architecture and Planning</th>
<th>School of Engineering</th>
<th>School of Humanities and Social Sciences</th>
<th>School of Management</th>
<th>School of Science</th>
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<td>298</td>
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TOP TEN DEPARTMENTS

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<th>Management</th>
<th>Biology</th>
<th>Mechanical Engineering</th>
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<td>262</td>
</tr>
</tbody>
</table>

Major fund drive to be held

By Lucy Everett

MIT administration said yesterday that a major fund-raising drive, the first in over a decade, and that will formally announce the start date of the drive before the end of the actives.

Although an agreement has not yet been reached on the monetary expectations or the announcement date of the drive, plans for a ‘‘major organized funding effort’’ are being proceeded, according to Nelson C. Lees, Director of Resource Plan-

ing.

The fund drive will be directed by Corporation Chairman Howard W. Johnson, with the help of the Resource Development Group serving as his staff. According to Kenneth Brock, Director of Resource Operation, efforts are presently being directed towards establishing the needs of the Institute and possible sources of funds, thus building the case for the drive.

The planners of the drive, Lees said, are ‘‘energetically re-
viewing major prospects,’’ such as alumni, corporations, and foundations that are expected to support the drive. Discussions are being held with certain alum-
ns, Lees added, ‘‘to get opinions on the feasibility of our plans.’’

The general thrust of the drive, and that it should come to pass, to a later point in this term.

We have held off making any policy except for seniors, Kinsey said, pending the exami-
nation of a report by the Ad Hoc Committee on Grades, which is ‘‘making a sweeping assessment of the grade system,’’ Professor Robert J. Kaplow ’54, chairman of the Ad Hoc Committee on Grading, told The Tech yesterday that ‘‘we have prepared a report and have discussed it with the CEP (Committee on Educa-
tional Policy).’’

An agreement has been reached to establish a specific goal for the campaign, according to Brock, ‘‘The nature of an institution such as this is that you can easily spend half a billion dollars, but you must ask yourself the question, ‘Where will it come from?’’’

We must determine that we are not setting our sights beyond reality,’’ Brock said. He explained that the fund total will hopefully be a reasonable compromise between priorities and anticipa-
ted support.

(‘‘Please turn to page 3)
Employees considering union

By Farrell Peternel

An organization of MIT clerical workers, the Association to Work for Civil Rights in Employment (AWARE), has started a drive to unionize the approximately 200 bi-weekly and exempt employees at the Institute, it was revealed Wednesday at a noon meeting.

Kathy Kautzer, AWARE Steering Committee member and leader of the meeting, said the unionization attempt came after more than a year of efforts by AWARE to improve the conditions of white-collar workers not on the MIT payrolls. She stated that AWARE would not speak to specific allegations, or in any other way, he said. Kautzer's stated that AWARE will not request a referendum until about 60 per cent of the Institute clerical and exempt employees had signed petitions.

Susan Sokalner, AWARE member and speaker at the meeting, noted the results of an AWARE questionnaire sent out last April and comments from the association's contacts, indicate that many MIT employees are dissatisfied. The purpose of AWARE, she said, was to combat this discontent by trying to give employees a larger voice in deciding their working conditions. She described the group's efforts as "a union organization that doesn't have our best interests in mind."

The Boston Globe reported in its last Wednesday edition that a grade I office worker at MIT starts at $80 a week and could take home as little as $63. Michael Anzano, author of the Globe article and teacher at the Boston Community School, blasted the institute's merit plan which provides no automatic raise or cost of living increases.

The MIT administration not only has been uncooperative, Kautzer, said, but hostile to the group's efforts. She said a written request for a mailing list of bi-weekly and exempt employees was turned down by Vice President for Administration and Personnel John Wynne because of the "privacy" issue involved, though the list was given to Heritage Travel Agency and to the Women's Forum.

(Wayne, who contacted last week by The Tech, said he was not aware of any cases where lists of employees had been given to groups inside or outside of MIT. "It is a matter of policy that we do not give out lists that classify people — either by job, by race, by nationality, or in any other way," he said.

(Wayne, stated that he could not speak to specific allegations, but said he did not think the lists had been given out.)

Kautzer also stated that individual employees have been "hammed" because of their involvement with AWARE, mostly by superiors who believe that the organization wants to "break up the office unity."

Another act of bad faith on the part of MIT, according to Kautzer, is the Institute's membership in the Boston Survey Group, an association of about forty Boston businesses that meets four times a year to exchange information on office workers' wages, salaries, and benefits. She described the group as "a sinister organization that doesn't have our best interests in mind."

The AWARE questionnaire sent out last Wednesday's edition that a grade I office worker at MIT starts at $80 a week and could take home as little as $63.

Michael Anzano, author of the Globe article and teacher at the Boston Community School, blasted the Institute's merit plan which provides no automatic raise or cost of living increases. He called the plan "deadly for employees."

The decision to unionize came some time ago when the AWARE Steering Committee voted 34-0 for the move, citing the advantages of continuity of leadership, a power base independent of the administration, and legal requirements compelling the administration to bargain with them as a union. At present AWARE is considering three unions, District 65, Distributive Workers of America, Service Employees International Union (AFL-CIO); and Research, Development and Technical Employee's Union, though the atmosphere of the meeting seemed to indicate a strong leaning toward District 65. DWA is organizing white-collar workers at Harvard Medical, Harvard University, and Wheelock College.

Non-university clerical workers are also in the process of organizing. Many such employees have joined District 65 DWA in New York. By the end of the year, AWARE organizers hope to start a drive to unionize the Institute.

Conditions. AWARE is not exclusively devoting its efforts to forming a union. At Wednesday's meeting, duplicates of an unanswered letter to John Wynne asking for a response to the organization's position were distributed, and six specific grievances were brought before the administration were presented.

AWARE, which was organized more than a year ago by about twenty people, now sends information on its activities to some seven hundred others. The goal now is to have an active AWARE organization in every MIT building so that Kautzer's hope of unionization within a year can be realized.

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Congress must curb presidential power

By Michael Garry

To fulfill its legislative role, Congress has to hold the President more accountable for his actions," asserted Theodore C. Sorensen in his final lecture last week in Kneale Auditorium on "The Idea of an After-Watergate." In addition, Congress should more vigorously scrutinize the activities of surveillance agencies such as the FBI and CIA which present presidents with "an enormous power for abuse.

Finally, Congress must, in Sorensen's view, exercise more care in allowing presidents to use their "emergency powers" that is, the power to institute martial law.

MIT planning fund drive

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Activities

By Norman D. Sandler and Michael D. McNamore

The American people recently have been assured by members of the Congress that the activities of the Central Intelligence Agency will be more closely supervised, to prevent illegal actions at home and abroad. That reassurance has only come after the CIA has been implicated in covert operations aimed at overthrowing the government of Chile out the one hand, and supplying Watergate burglars with disguise equipment on the other, the latter specifically prohibited by the CIA's official charter.

These revelations finally led Congressional leaders to work out an agreement with CIA director William Colby, whereby the House Foreign Affairs Committee and the Senate Foreign Relations Committee will be informed in advance — in general terms — of any covert operations the Agency plans to undertake. At the time the deal was struck, Colby told Congressional leaders there were, at that time "no CIA covert operations" going on anywhere in the world.

While this arrangement with the Congress might soothe the CIA critics who have sprung up since the latest disclosures, many observers feel that very little has been done to solve the real problem of giving Congress oversight authority over the CIA. For the CIA has always reported to Congress and not to the President, although in varying degrees.

Saying that the information is going to Congress is not the same as saying every one of the 535 Senators and Representatives will know about the CIA operations as those revealed during the last year. Traditionally, information from the CIA has gone to a small, select group of Congressmen from Southern Democrats, conservative Republicans, and other high-seniority members whose relations with the Pentagon and the CIA can best be described as "cozy." Few people (including those in Congress) are even aware of who is overseeing the CIA. According to Congressional nominees, four groups — the Intelligence subcommittee of the Senate Armed Services Committee, the House Special Subcommittee of Intelligence, and the Defense Subcommittees of the House and Senate Appropriations Committees — are charged with keeping track of the CIA's interests and activities. The committees are led by the type of Congressman the CIA deems — men like Sen. Strom Thadmond (R.,) and Rep. F. Edward Hebert (D.,) Rep. William Brat (R.,) Sen. John Stennis (D.,) and Rep. Gene Molts (D.,).

These are the men who one watching journalist characterized as "old men, who went through World War II and the Manhattan Project... who have become infatuated with a great respect for secrecy." There are also men with 100 ratings on an index measuring "national security consciousness," based on agreement with the Defense Department's position on key military votes. All the Executive branch — including the CIA — has to tell these men is that something is secret, and that they fall back and say, "well, then I really shouldn't know that, because I might say something secret in my sleep." The CIA does not find it hard to satisfy its overseers and their ideas of security. An annual report to Congress indicates that similar agencies in other countries are led by the type of Congressmen the CIA wants to see, Congress might soothe the CIA critics who have sprung up since the latest disclosures, many observers feel that very little has been done to solve the real problem of giving Congress oversight authority over the CIA.

However, our system of government will stand for nothing short of strict accountability of the CIA at least by the Congress, not by the President. That response has come only after the American people recently have been assured by members of the Congress that the activities of the Central Intelligence Agency will be more closely supervised, to prevent illegal actions at home and abroad. That reassurance has only come after the CIA has been implicated in covert operations aimed at overthrowing the government of Chile out the one hand, and supplying Watergate burglars with disguise equipment on the other, the latter specifically prohibited by the CIA's official charter.

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However, our system of government will stand for nothing short of strict accountability of the CIA at least by the Congress, not by the President.
must be forced to crack down

CIA headquarters in McLean, Virginia.

(Continued from page 4) Congress. Through our elected representa-
tives we must be aware in advance of,

Chile-fake covert escapades and Bay of Pigs fiascos. This can only come about

tives we must be aware in advance of,

there is no legal justification for a secret policy structure, extended through the CIA.

To prevent future Watergates, to elimi-

nate any covert foreign policy formulated by the Ford-Kissinger team and to ensure

that the CIA regains its reputation as Washington's top think tank, stronger

congressional oversight will be necessary.

However, if Congress is allowed to

follow its instincts the current interest in

improved oversight. A high level of

interest in the public sector could per-

tively longer term would be more candid in its inter-

action with Congress.

Only then will we have created an

atmosphere in which it would be difficult for

any administration to carry out a

two-faced foreign policy or use the CIA format) express the views of

Executive Editor Sandler '75 and

News Editor McNamoe '75 were co-

authors with David M. Tenenbaum '74 of

Congressional Oversight of the CIA.

Letter

Navy Birthday

To the Editor:

On October 13, 1775, the Continental

Congress-authorized acquisition of the first

ships for the Continental Navy. Inasmuch

as that date marked the historical begin-

ning of the US Navy, October 13 is

annually observed as the official birthday

of the Navy.

The Navy's birthday presents a special

opportunity for a celebration of the

proud traditions of the naval service and

of the members of the navy family.

Navy men and women, active, retired and

reserve, their families and navy civilian employees who molded and strength-

ened them.

This year, since October 13 falls on a

Saturday, the Navy ROTC unit at MIT

plans to Celebrate the occasion with cake

and refreshments on Friday, October 11

from 3:00pm-4:30pm in Room 208-B-16,

all members of the MIT community who

have been associated with the navy

Marines Corps, Navy League or who are

interested in the historical importance of

sea power are cordially invited to attend.

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October 10, 1974

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Pomona Division
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Staff categories studied

By Mike McNamee

A group of management committees is now considering a thorough review and reclassification of the job categories of more than 600 members of the MIT staff.

The review, which began over the summer and will probably be completed by the end of this semester, is a study of salary administration, job responsibilities, and career paths for members of the Administrative, Library, and Academic Administrative Staffs.

The employees are at the next-to-highest level of the MIT administration, "right up to the level of the Academic Council [a body of administrators that sets broad policy for MIT]" according to Vice President for Administration and Personnel John M. Wynne.

While the review is considering job responsibilities and salary levels for the staff members, "no one will be doing anything different as a result of the report," Wynne said in an interview last week.

Rather, the review is aimed at reclassifying job categories, for example, a person in the Financial Aid office will be able to tell what job is comparable to his in Physical Plant. Wynne explained that this will aid employees in planning their careers and make "horizontal promotions" easier.

Another major purpose of the review is to ensure equity in salary levels for comparable jobs, by establishing a salary range for each job level and holding and holding employees in such jobs to those salary levels. This does not mean, however, that employees who now are making more than the top salary in the range set for their jobs will have salary cuts; such employees will just be "red-lined," or held at their current salaries until the range for their job catches up with their salary.

MIT also wants to ensure, Wynne said, that its salary structure is comparable to the salary levels in the Boston area and to salary levels at colleges across the country. "We have a continuing, on-going check on this just through the process of hiring," Wynne said, "but we want to make a thorough review anyway."

Wynne said that salary administration at MIT in the past "has been largely a matter of negotiation." "The employee negotiates with his supervisor for a salary, and the supervisors negotiate for a larger budget with the administration, and so on," he explained.

"While those negotiations have always been constrained by the amount of money available and the levels of other salaries at the Institute, we feel that a more systematic approach is needed," Wynne said. "One side benefit, he added, was that salary equity for minority-group employees could be assessed by the review, thus putting the Institute in a better position in its Affirmative Action planning."

Wynne termed the process of the review as "an peer review." (Please turn to page 7)
Jobs study being made

(Continued from page 6)

using questionnaires made up of MIT administrators rather than an outside professional consulting firm. One such firm, Robert Hayes and Associates of Chicago, was employed to draw up a questionnaire given to the staff members involved in the review, but the analysis of the results has been left up to the commit-tees, Wyne said.

These questionnaires asked the staff members "just what exactly their jobs are," Wyne said. Job responsibilities, duties, content of the work, and salary levels were addressed.

A "Benchmark Committee" met this summer to analyze the questionnaires and draw up "checklists" for different levels of employment, Wyne said. That report has been accepted by the Steering Committee of the review process, and now a group of committees is considering specific job categories in different areas, such as student services, Physical Plant and so forth.

Wyne stressed that the re-
view was aimed "at job categorie-
s, not at individuals." "It prob-
bly won't affect anyone di-
rectly right away," Wyne said, "but in the long run it will help our staff immensely."

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Presidental power must be overseen

(Continued from page 3)

law. "The history of congres-
sional response in this area is one
more example of the undue deference Congress gives to presidents."

Sorensen's comments weren't
entirely confined to the Con-
gress. He entreats the general
public to look more skeptically
upon presidents and not regard them as "omnipotent, all-power-
ful leaders." "A president who is
viewed as larger than life," Sorensen said, "may be tempted
to become larger than law."

Sorensen's respondents at last
Thursday's lecture, Richard Neustadt, Harvard professor of
government, and Jeffrey Pressman, MIT professor of pol-
itical science, were largely in
conceirnence with Sorensen's
arguments.

Neustadt was concerned that too much Congressional assertiveness over the presidency, which he sees as fragmented by many private interests, will "leave us with a form of fea-
dism ill-equipped to deal with
resource deficiencies and inter-
national problems."

Pressman also discussed areas
such as the budget process, where excessive Congressional assertiveness might be harmful. Pressman also questioned the ad-
visability of having an extremely strong cabinet. In that case, it
might be difficult to assure the
cabinet's accountability, he said.

Seminar on Merit and Equality in a Just Society

Thursday, October 10, 4:00 P.M.

Lecture Hall 9-150

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Peabody—Routes 1 & 128 N—535-0570
Randolph—493 High St. (Rtes. 28 & 126)—986-4466
Newton—1114 Beacon St. at 4 Corners—965-3530

La Maison Française
**Sports**

**Beavers drop three**

By Jim Thompson

The MIT baseball team extended its losing streak to four games with losses to Brandeis, Bentley, and St. Anselm's last week, severely injuring its chances for a .500 fall season.

The Beavers have definitely been playing below par this fall, sweeping the season-opener at Lowell Tech, but the players seem optimistic about their improvement in the spring.

On Monday, the Beavers lost a squeaker to Brandeis, 7-6. Brandeis took an early lead and held it until the sixth inning when the Beavers, on a single by Steve Biedron '76, an error, two walks, and a two-run single by Herb Kummer '75, scored three runs to take a 6-3 lead. Brandeis, however, came back with two runs of its own in the seventh inning to sew up the victory.

The hitting stars of the contest were Kummer, with two hits and a two-run single by Dan Sundberg '77, who tipped a single, two doubles, and a towering home run to lead the Beaver attack. Maconi also batted in two runs with a home run in a game in which the Beavers and St. Anselm's combined for 22 base hits, four of them home runs and eight of them for extra bases. Dave Wargo '75 had two hits and scored a run and Mike DeZen '76 also scored a run with a single in MIT dropped its fall record to 2-2-2.

**Golf team bombs in tourneys**

The Tech golfers failed to overcome their "regional tournament jinx" when they played in the ECAC Invitational and the New England Intercollegiate Golf Championship, but picked up a win against Merrimack in regular season play.

Friday, Pete Wolozzani '76, Mark Swenson '78, Jim Harrison '77, Bob Nilsson '76, and Bob Kneeland '77 traveled to Danvers to play in the ECAC Invitational at Fercroft Country Club. Wolozzani turned in the only score for the team, but the golfers could not come close to matching the tournament champion from Salem State.

In the preceding week had been the 36 hole New Englands at New Seabury, as at the ECAC Invitational competition prior to getting to Florida for two weeks of warm-up competition prior to the spring golf season.

By Dave Dobos

The MIT cross country team, displaying some of its best team efforts in recent years, swept a triangular meet from Wesleyan and perennially tough Coast Guard at New London, Connecticut last Saturday.

Frank Richardson '77 sped to his second victory in as many outings with a time of 22:56 over the fast 4.8 mile course for individual honors. Teammates Al Carlson '75, Courtesy McCracken '74, Jeff Baerman '76, and Steve Keith '77 put forth tremendous efforts, staying together and encouraging each other, to take 4th, 5th, 6th, and 9th places respectively. MIT won with a low score of 25 points, ahead of Coast Guard with 30, and Wesleyan with 78. The victory was especially sweet for the MIT runners after their opening loss to WPI in the Engineers' Cup. It also anecdotally last year's loss to Coast Guard. All eleven of the varsity runners ran to their potentials, trimming many seconds off of previous best times. The victory now sports a 3-1 record.

The JV squad remained undefeated, trouncing its foes with a low score of only 18 points. Coast Guard was scored with 45, and Wesleyan trailed with 78. Jim Adams '77, Eric Care '78, Stan Martin '77, and Lenzy Berman '74 finished 1-2-3-4 for MIT.

Tomorrow, MIT takes on Division I power New Hampshire at 4:00pm at Franklin Park in Boston.

Listed below, with times and places in parentheses, are the top seven MIT varsity finishers:

- Frank Richardson (1) 22:56
- Courtesy McCracken (2) 22:56
- Jeff Baerman (3) 24:01
- Steve Keith (4) 24:11
- Chris Swensgard (5) 24:42
- John Krolewski (6) 25:11
- Roy Kneeland (7) 25:26

**IM soccer results:**

- **All games played at MIT:**
  - **A league:**
    - Hellenic Athletic 2 Earth & Planetary 1
    - Africans 1 Aero/Senior House 0
    - Theta Phi Chi 0
  - **B league:**
    - 1169 0 LCA 0
    - Sigma Chi 0 Nuclear Engineering 0
    - Baker 'B' 0 Conner 'B' 0
    - Delta Phi 0
  - **C league:**
    - Burton 5 Smokers 0 MacGregor 'H' 0
    - SLT 0 ZHT 0
    - Chi Phi 0 Baxter (forfeit) 0
    - Conner 4 & 5 0 Baker 'C' 0
    - Theta Xi 0 Russian Hae/Conner 3 0
    - Burton Third Bombers 0 ATO 0
    - Delta 0 MacGregor 'E' 0
    - Kappa Sigma 0 MacGregor 'Y' (forfeit) 0

In a somewhat less than successful Saturday of rugby action, only the MIT Rugby Club's B-team could manage even a 10-10 tie against a powerful aggregation from UMass. Pictured in some of the action from the A-team's 20-10 loss. Above, MIT's Roger Simms and Glatz lead the ball to a teammate. Below left, Barry McCormick (left) and Bob Brown (right) team up to tackle a UMass ball carrier, while at right, scrum half Lester Smith prepares to open an offensive set against the scrum.