CPs, MIT still at odds over contract

By Wayne W. Wu

Second of two parts

Disagreement over work sched-

ules has been a major obstacle
toward a settlement in contract
talks between the Campus Police Association and MIT. According to
James J. Fandel, MIT labor
relations manager:

One major proposal made by the
CPA union was a reverse 5-2 schedule, which Conway believed
could not be accomplished.

"The plan did not make sense," he
added, "since to cover the seven days
of the week, MIT would have to hire
three new officers."

Conway maintained that the 5-
2 work schedule could be imple-
mented without an increase in
manpower or cost and that each
officer would still work a 40-
hour week as they do under the
5-2. He believed the 5-2 is an
an-tiquated system and indicated
that many other police depart-
ments, such as the one at Bentley
College, have adopted the 4-2.

Fandel indicated that the 4-
2 schedule is unacceptable since it
is very expensive. He noted that
several years ago it would not
have cost MIT $150,000 to implement
such a schedule, but "now, with the
time, the officer would have Sat-
urday and Sunday off again.
This would cycle until seven weeks
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Fandel explained that the pro-
posal was turned down because
it required an unacceptable eight
thousand dollar increase in police
salaries.

On Sept. 28, both parties met
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Seniority, discrimination
in promotion system

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Dickson reiterated that various
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termining promotion and that se-
niarity alone is not a determining
factor.

Every other department has a
modern promotional system, which
includes definitions and criteria
to determine a candidate's qualifications
for promotion," Conway said.
He added that MIT's pro-

The time line of the United States
Police Association.

On July 15, the president of the
Association was to be sworn in for
the current promotion policy.

Dickson commented that if
there were any over problems in
the promotional system such as
unfairness or discrimination,
action would have been taken to
change the system.

Conway said that both cases
will go before arbitration on Oct.
27. The action will be mediated by
the American Arbitration
Association.

Normally, on the 5-2, an officer
works 3 days a week. Prior to the
changeover, the officer will work
Monday through Friday. On the
week of the changeover, the officer
will be forced to work Monday
through Saturday totaling six
days for that week. In the pro-
posal, the union sought to have
the six day off. Conway said.

Accordong to the modified forward 5-2 schedule, the officer
would have four extra days
off for each officer at a cost of
$16,000 per year. Under the
re-
vise 5-2 schedule, Conway main-
tained that it would cost MIT
$8,000 per year for the two extra
days off the officer would receive.

The plan would have cost the
administration the "price of a
second hand car to settle the con-
tractor, Conway said. "They
turned us down.

Fandel affirmed that the pro-
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"If you are a Graduate Student concerned about any of the above
issues, you may be able to serve on institute committees that address
these issues.

Contact Anne St. Onge, x-2195 at the Graduate Student
Council (GSC) office to apply for these and other institute
committees.

Openings exist on the following committees (number indicates how
many seats on the committee are available to graduate students):

- Libraries(1)
- Equal Opportunity(2)
- Pre-Law Advisory Council (1)
- Safety (1)
- Women's Advisory Board (2)
- International Institute Committees (1)
- Use of Humans as Experimental Subjects (1)
- Community Service Fund Board (1)
- Medical Consumers' Advisory Council (2)

Hearings will be held on Monday, November 2, 1987 beginning at
2:30 p.m. Please call for an application, appointment, or other
information.