

Dr. Gordon P. Eaton of the U.S. Geological Survey, Denver, Colo., will conduct two lectures Thursday, one at noon and one at 4 p.m., in 205 Mitchell Hall.

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# Daily Tar Heel

77 Years of Editorial Freedom

CHAPEL HILL, NORTH CAROLINA, TUESDAY, NOVEMBER 11, 1969

An open forum on the SAGA meal ticket plan and its relation to the strike will be held tonight at 7:00 p.m., room 209 of the Union. The Carolina Union Current Affairs Committee is sponsoring the meeting for the 1,000 participants of the meal plans.

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## Says Gaskins Report

# 'University Should Guarantee Justice'

By GLENN BRANK  
DTH Staff Writer

The Faculty Committee on Non-academic Employees, appointed last March, presented its findings on existing problems concerning the rights of non-academic workers on campus and particularly the situation of food service workers to an entire faculty last week.

The primary conclusion of the committee is the University "should make clear gains in its ability to form and administer a personnel policy that both insures employees just treatment and encourages them (the workers) to strive for excellence in their performances."

Dr. J. R. Gaskin, chairman of the committee when the report was written pointed out Tuesday the present strike crisis has come about because of the business policies that existed when SAGA took over.

"The University was a poor employer and a spoiler of employees," Gaskin said.

He added the University has been losing thousands of dollars a month since 1965 because of unrealistic business practices. Although the University had suffered a gradual decline in business over the past four years, they had not altered a business structure that was long outmoded when SAGA contracted the dining halls, he noted.

Gaskin cited contradictory priorities as another reason the business structure was shaky. Managers were ordered to bring about a profit-making concern while trying to offer a highly economic menu for students.

Gaskin said the current problem started this summer when SAGA found it had a full work force and a decreasing number of patrons. As workers were laid off, sympathetic students tried to aid the workers with what amounted to an informal strike, but this action only led to further employee cuts as SAGA attempted to clear a profit.

Workers laid off were given a referral form and told they could report to the University Personnel Department for reassignment to new positions. However, the SAGA-UNC contract did not guarantee new jobs to laid-off workers.

Further problems were generated over misunderstandings as to the specific contents of the SAGA contract. Gaskin said the contract should have been released to the news media for public review at the time it was signed.

The committee paper submitted a list of proposals to alleviate further recurrences of worker unrest:

- (1) the establishment of a true and effective system of personnel relations,
- (2) a comprehensive employment policy,
- (3) an orientation program for employees to acquaint them with such a policy,
- (4) the appointment of a director of personnel with that as his full-time responsibility,
- (5) the mitigation of disadvantageous relations between groups of workers and their supervisors and
- (6) a greater flexibility and willingness to transfer employees from one department to another.

Gaskin reported that the recommendations were quickly accepted when presented to a meeting of the UNC faculty.

He concluded that the University is responsible for actions of agencies serving the University and must not sit by passively.

Dr. David McFarland, who is presently head of the committee, said the faculty will urge the institution of these suggestions at a meeting with administration officials scheduled to be within two weeks.



Wilbur Hobby, president of the state AFL-CIO, and Jim Pierce, Southern area director of the American Federation of state, county and municipal employees, joined the picket lines in front of Lenoir Hall yesterday.

# Legislature Seeking Election For Union

A student legislature committee which will hold a vote among SAGA food workers to determine the number of workers in favor of unionization, was set up during a special session of the legislature Sunday night.

The legislature also appropriated \$200 to help the striking workers.

In addition, it passed a resolution urging all members of the University committee to support the workers striking.

Steve LaTour (MD-XI) spoke in favor of the resolution and urged all students not under the meal plan to boycott SAGA. Students under the meal plan could eat as much food as possible to guarantee that SAGA would not make any extra money as a result of the strike. LaTour also pointed out that all activities supporting the workers should be non-violent.

The resolution supporting the workers passed the legislature by a 21-2 margin and the appropriations bill passed by a 20-5 margin.

In a related development Monday, Student Body President Alan Albright prodded the University administration to intervene in the food employees' strike.

"Some of the same problems that now exist between the workers and also during the many years the dining halls were operated by the University Food Service," Albright noted. "To this extent the University is responsible for many of the current problems."

"The University should support the workers in such unresolved problems from last spring as job classification, split shifts and black supervisors. These grievances were valid last spring and should now be solved," Albright continued.

according to Albright. He called on the administration to release studies made by two committees examining University-personnel relations.

He also asked the University to address such problems as grievance procedures and supervisory training.

Albright predicted the University will face trouble in other non-academic areas unless clearly defined personnel relations procedures are established.

"In the future, the University will go out of business in other areas besides food service, such as the laundry," Albright said. "Something has to be done to look after individuals who are laid off work," he continued.

The University should begin to assist SAGA by providing employment for workers who are victims of the new trend to self-service," he said.

In connection with the unionization proposal and the University's part in the food strike, SAGA manager Ted Young explained "We believe our actions are fair and consistent with our responsibility to the University for food service." He noted SAGA would like to treat its workers on a "one-to-one" basis.

Mrs. Elizabeth Brooks, spokesman for the striking workers said Young told her he would never recognize a union.

# Food Service Co-Op Suggested

By HENRY HINKLE  
DTH Staff Writer

A resolution providing for the formation of a cooperative for non-academic employees, faculty and students to operate food service facilities will be introduced in a special meeting of the Faculty Council Friday night, Dr. F. T. Cloak announced Tuesday.

According to Cloak, an assistant anthropology professor, the resolution will be introduced as an alternative measure in case SAGA Food Service pulls out rather than recognize a union and the University continues its "hands-off" policy.

The resolution reads in part: -Whereas, representatives of SAGA Foods have

repeatedly stated that they will terminate their contract with the University rather than recognize an employees' organization, and

-Whereas the University has stated that it will not re-undertake the task of operating the food service itself, ... therefore be it hereby resolved that when the present SAGA contract is terminated ... the Council in principle favors the formation of a cooperative ...

The guidelines of the resolution specify that stock in the food service operation will be sold to food service workers, faculty members and students and dividends will be returned according to profits from the operation.

The overall policy of the operation will be controlled by a Board of Directors made up mostly of food service workers,

and the direct management of the operation will be under the control of a senior chef and other management personnel under the administration of the board.

Cloak said, "Apparently SAGA is a large profit-making organization. If they pull out now, leaving the workers jobless, it will act as a lesson to other workers employed by SAGA in other parts of the country."

"But if we get the cooperative going it could serve as a model for other workers who have been 'SAGA'd.'"

Dr. Cloak also pointed out

that the co-op resolution would be unnecessary if the Pollitt-Robinson resolution, introduced in the Faculty Council meeting Saturday, has a positive effect.

The Pollitt-Robinson resolution made provisions for a fact-finding committee to study the situation and a mediation committee to begin immediately to work toward a negotiation.

Cloak said, "If one of the committees provided for in the Pollitt-Robinson resolution fails, the other will go into operation."

## Students Vote Today On Constitutional Changes

Students will vote today on two amendments to the Student Constitution.

One amendment would change the name of the Women's Residence Council to the Association of Women Students.

Also on the ballot is an amendment to allow Student Legislature to call special by-elections to fill vacancies in its membership.

Under current law, when a legislator resigns or moves from his district, his seat is filled on recommendation of his party chairman. Some nominations require the additional approval of a residence college senate.

Several legislators have introduced a bill to change the procedures, which will be considered if the proposed amendment is approved. They say the present method of filling vacancies is "highly undemocratic."

## Committee Needs Picketers

The Committee to Support the Workers has asked students, faculty and all others to join the workers on the picket lines. Lines have been established at Chase and Lenoir daily including Saturday and Sundays at the following hours:

- 7 a.m.-10 a.m.
- 11 a.m.-2 p.m.
- 5 p.m.-7 p.m.

and in the rear of Lenoir and at Chase 5:30 a.m. to 7 a.m. every morning except Sundays.

# Washington Marchers Set Meeting Here Wednesday

By LENOX RAWLINGS  
DTH Staff Writer

A meeting for all people going to Washington for "Phase II" of the Vietnam moratorium will be held at 8 p.m. Wednesday in 111 Murphy Hall, Buck Goldstein, local coordinator, said Monday.

Bus tickets for the trip will be on sale for the last time in front of the Undergraduate Library today until 2 p.m. The round-trip tickets cost \$10 and provide transportation and a place to sleep in Washington. Only checks made out to "UNC Moratorium Committee" are acceptable.

Urging participants to go by bus, Goldstein said, "Traffic will be a major problem for those who drive. Also, we wish to keep the North Carolina contingent together."

Buses will leave Carmichael Auditorium at 1 a.m. Friday

arriving in the nation's capital around 8 p.m. for the "March of Death."

In the march, 44,000 people will walk in single file carrying placards with the names of the war dead. The North Carolina delegation, according to Goldstein, will march from 8 a.m. to noon carrying the names of the North Carolina war dead.

The march will begin in Arlington National Cemetery, but the route and final destination have not been mapped, pending final Moratorium Committee plans. The Justice Department upset earlier plans when it announced last week the marchers could not parade down Pennsylvania Avenue in front of the White House.

Saturday's activities will include the march, a rock concert and a rally. Sen.

Eugene McCarthy (D-Minn.) and Sen. George McGovern (D-S.D.) will address the rally.

Goldstein said buses will leave Washington at 5 p.m. Saturday and arrive here around 11 p.m.

He also commented that the National Moratorium Committee is trying to recruit 6,000 marshals for Saturday's parade.

Goldstein estimated about 60 places on the buses had been sold before Monday. There are 180 seats available.

He stressed that all persons who are going by car as well as those who are taking the buses should attend the Wednesday night meeting.

"People who need rides but cannot go with the buses and people who are driving and might have room for passengers should definitely attend the meeting," Goldstein said.

# Fairbank Speaks Tonight On China

John K. Fairbank, professor of history and director of the East Asian Research Center at Harvard University, will speak on "Revolutionary China in the Modern World" in Gerrard Hall at 8 p.m. today.

Fairbank's visit to the triangle area, which includes addresses at Duke and N.C. State, is being sponsored by the Duke-UNC Cooperative Program in East Asian Studies.

Fairbank is recognized as one of the world's foremost authorities on modern Chinese history and Asia's relationship with the West. He has consistently advocated fresh approaches in American policies toward Asia.

In the spring of 1966, Fairbank was among the expert witnesses called upon to testify

at the hearings on Red China held by Senator J. William Fulbright, chairman of the Senate Foreign Relations Committee.

In his testimony, Fairbank

## Policeman Nabbed In Break-In

A Chapel Hill police officer has been charged with breaking, entering and larceny in connection with a recent theft from the Hickory Farms store in the Eastgate shopping center, according to Chief William Blake.

Patrolman Ivan Ashley, 25, was free on \$2,000 bond Monday. He is scheduled to face a hearing in district court Wednesday.

Chief Blake said two police

officers were concealed in the Hickory Farms store Sunday night because the store manager had reported total cash shortages of \$120 for the last month.

The suspect entered the store by "jimmying" a faulty lock on the rear door and took \$25 from the cash drawer, Chief Blake reported.

Blake said the two concealed officers made the

arrest without a struggle. The warrant charging Ashley was signed by Chief Blake and was served early Monday morning.

Ashley, a member of the Chapel Hill police force for two years, has been suspended from the force pending trial, Blake said.

Blake added that Ashley had been policing the area near the shopping center.



DTH Staff Photo by Woody Clark

Talk about upsets! Carolina, which had never defeated Maryland in intercollegiate soccer, pulled off a 3-2 shocker yesterday over the defending NCAA co-champions at Fetzer Field. Complete story of the game is on page 4.

## Heintz Talks Today About Latin Affairs

Professor Peter Heintz, Swiss sociologist and distinguished analyst of Latin American affairs, will speak on "The Political Crisis of Latin America" tonight at 8 in 104 Howell.

Heintz is Director of the Institute of Social Research and Professor of Sociology at the University of Zurich, also Director of the Department of Sociology in the Barrilchoe Foundation, Argentina.

Professor Heintz has written widely on problems of the developing nations, education and social theory, and has a particular interest in problems of political stability.

For many years, Heintz was Director of the Latin American Faculty of Social Sciences in Santiago, Chile, a UNESCO organization.