



Laying
the foundation

Photo by Patrick Sullivan

Foreman Tom White of the J.E. Beck Construction Company overlooks the framework of the new Southwest Museum of Science and Industry. The museum, part of the Alton Baker Park development plan, will also house a planetarium. Located just north of the canoe waterway on the west side of Autzen Stadium, the site is visible from the stadium parking lot.

GTFF, University reach tentative pact

By MIKE HOPKINS
Of the Emerald

Negotiators for the University and the Graduate Teaching Fellows Federation have reached tentative agreement on a contract, according to Bill Lemman, chief negotiator for the University.

Lemman's announcement came shortly after the conclusion of a six-hour bargaining session Tuesday.

GTFF secretary Jeff Edmundson confirmed that "a tentative agreement was definitely reached" in Tuesday's session, but declined to discuss details of the meeting.

"I think we can wrap things up on Thursday," Edmundson said, referring to the next scheduled negotiation session.

The Tuesday meeting was the first to be convened following the failure by GTFF leaders last Thursday to muster enough support among union members for a strike against the University.

Dissatisfied with the University's salary proposal, union leaders had called a strike vote meeting for Thursday. Union members voted 241-72 in favor of a walkout, but the "ayes" were eight votes short of the two-thirds majority of the 373-member union needed to ratify a strike.

The Thursday assembly was the GTFF's second strike vote meeting. Just one week prior, a motion calling for a strike fell fourteen votes short of passage.

At that time, the issues of GTF salaries and strike clause language were still in dispute. Asked at the close of Tuesday's bargaining session which issues had been re-

solved that afternoon, Lemman replied, "All of them."

Prior to the Tuesday meeting, negotiators for the union and the University had said agreement on a contract depended on settlement of a "package" of five issues, consisting of salaries, strike clause, reappointments, child care and workload.

These issues had been reintroduced in contract talks following the University's rejection Sept. 13 of a report by a state Employment Relations Board fact finder. The report contained compromise recommendations on 11 disputed issues, including the five that make up the package.

Lemman's announcement apparently means the parties now have only the details of a final contract proposal unresolved.

Lemman declined to speculate when a contract would be ready for consideration by GTFF members.

Following the defeat of the union's second strike motion last Thursday, GTFF vice-president Bill Ratteree told union members they could possibly vote on a contract proposal "in a couple of weeks" if bargaining talks went smoothly.

Should Tuesday's tentative agreement result in contract ratification by GTFF members, about 750 GTFs at the University will begin working under the first legally binding agreement ever negotiated by GTFs under Oregon's collective bargaining laws.

GTFs at only two other universities, Michigan and Wisconsin, are represented by unions. Those groups won their first contracts after lengthy strikes.

Report reveals lack of affirmative action hiring

By JOHN THOMAS
Of the Emerald

The University has made little or no gains in hiring affirmatively, according to a report released today by the University Affirmative Action and Compliance Committee.

The 12-page report to faculty notes that top-level University administrators are predominantly white males, while the bulk of lower-paying campus jobs still are held by women.

The compliance committee, chaired by Patricia Schmuck of the Center for Education Policy and Management, made its report after considering materials previously published about affirmative action at the University.

In the process of compiling the report, the committee interviewed affirmative action Director Myra Willard, who has brought a \$4 million class-action suit against the University, University Pres. William Boyd, Vice Presidents Ray Hawk and Paul Olum and the State System of Higher Education.

The committee interviewed representatives from the Status of Women Committee, Minority Education Committee, Equal Employment Opportunity Committee, the Black Student Union and the Ethnic Studies

Committee.

The report said that faculty appointments were 80 percent male, with women comprising only 18 percent of the full-time teaching faculty and 15 percent of tenure-related appointments.

When the University allows contracts to lapse, women and minorities are the hardest hit, the report said.

Despite two court fights, which resulted in payment of \$85,000 in back pay to 56 University employees in 1974, the report says classified workers are still segregated by sex.

Secretaries and clerks are almost exclusively female, and even where women and men are represented somewhat equally — as in service maintenance roles — women are still assigned to more traditional "women's work" jobs in food service, house-keeping and the like.

"Man's work," in actual practice, tends to be equipment operations and mechanic work, with men holding 99 percent of the jobs for carpenters, electricians and others of comparable skill.

Minority representation in these same areas seems stuck at five percent, and minority women end up in the secretarial-

clerical positions, according to the report.

The University's figures, issued through the Office of Affirmative Action, confirms the 5 percent figure for minorities, and

places the figure for women in classified positions at 78 percent.

The report also takes issue with the
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today

Why would a student want to change a "D" grade to an "F"? The unlikely answer is to graduate. The University's two pronged grading system has caused this confusing situation. See Page 3A.

Today's Emerald Sports investigates the danger to wildlife that results from land development. Both deer and pheasant are losing their habitats, and the story begins on Page 1B.

Balloting for Incidental Fee Committee positions and Student University Affairs Board spots gets underway today. To find out where the candidates say they stand, see the voters' guide inside Emerald Sports.