

University and classified staff agree on 3.05 percent pay cut

By Debbie Howlett
Of the Emerald

The University and the classified staff have reached agreement over a 3.05 percent pay decrease for the 1982 fiscal year.

The administration had previously worked out agreements with the faculty and the Graduate Teaching Fellows by implementing a salary increase deferral and a partial layoff plan, respectively. The joint agreement with the classified staff, signed May 28, calls for a number of options to be implemented by 77 "units" — departments and/or sections of departments around the campus.

"With the excellent understanding and cooperation of the University local of the OPEU, an agreement has been made which will greatly assist the University administration in making the necessary budget reduction," said Ray Hawk, University vice president for administration and finance.

"Under the circumstances, both parties were looking for the most equitable solutions and the greatest flexibility for University employees," said Beckie Bragg, administrative assistant for the University library and district director for the OPEU for Lane County.

The reduction of salary costs was prompted by the state Legislature's special session this winter. The Legislature ordered the State System of Higher Education to make cuts in its budget. The University chose to take the 3 percent cut

through salary decreases rather than cutting academic programs.

For classified staff, a deferral of a salary increase was ruled out because of the contract that the OPEU is under, which applies to all state employees. In order to meet the reduction, the University decided to use temporary interruption of employment rather than layoffs.

"The agreement is made under the provisions of the temporary interruption of employment article in the collective bargaining agreement, and is designed to avoid permanent layoff of employees which would otherwise be necessary," Hawk said.

The agreement also contains

'Both parties are looking for the most equitable solution'

a number of general procedures to be followed by the University. Before interrupting service of regular employees, the University will layoff any temporary employees paid with money from the general fund. It was also agreed that part-time employees would be treated on a pro-rated basis to protect their fringe benefits.

In addition, if an employee "unit" fails to achieve the 3.05 percent salary reduction — equivalent of 64.5 paid hours per full-time employee — the unit will be subject to further leave without pay or permanent

layoff of employees according to provisions of the collective bargaining agreement.

The options the units have to deal with the reduction are:

- Classified staff members may take one day of leave without pay per month for a total of eight days, on days agreed on within the work unit, starting July 1.

- Classified staff may begin to work four nine-hour days per week, with half the staff working Monday through Thursday and the other half working Tuesday through Friday, then switching so all staff would have four-day weekends every other week. That arrangement would be repeated until sufficient funds are saved.

- Classified staff may take four days of leave without pay during July and August, depending on the unit's work needs, plus four days Sept 7 - 10 as leave without pay days.

- A work unit may also submit a unique work plan to meet the needs of the particular unit.

The agreement also states that classified employees who are not paid through the state 050 accounts will be asked to donate 3.05 percent of their salaries to the 1982-83 Salary Share Account with the University Foundation. These tax deductible contributions will be used to offset the exemptions granted to employees who are within three years of retirement. The exemptions are being granted so that retirement pensions, which are figured from the employees salary during their last three years, will not be affected.

Game aids jobseekers' search

With references like John Dillinger, Florence Nightingale and Charlemagne Smith, anyone should be able to get a job.

At least, that's part of the tongue-in-cheek approach former University student Stephen Roth, himself a jobseeker, has turned into The Peabody Jobseeker's Kit.

If those references aren't good enough, what potential employer could turn his nose up at such names as Queen Victoria and sandwich-spread designer William Mayo?

To go along with these references is the official Peabody "U-Fill" resume which gives you a space for your marital status, and a space to explain why. Of course, the official Peabody letter of recommendation is an essential when jobseeking — just sign an important sounding name.

"I am a strong believer that even people who are unemployed and jobseeking still have their sense of humor intact. The kit is designed to stimulate it," says Roth, who came up with the idea after six months of looking for a job.

Among the kit's other job-getting paraphernalia is an official Peabody aptitude test with such toughies as: Do you own a basset hound? When asleep do you often dream of eating a bowl of alfalfa sprouts?

The Peabody Jobseeker's Kit (according to the kit) was designed by Preston P. Peabody. According to Peabody's biography (included, conveniently enough, in the kit), Peabody is

an "almost internationally known expert on the topic of seeking employment."


It seems that Peabody, who received his Ph.D in Pre-Socratic Philosophy from Vasser, has become quite the professional jobseeker, and "is soon to be listed in the Book of World

Records for having photocopied more than 307,281 personal resumes."

Two months after its conception, Roth is promoting his finished product which is available at local retail outlets as well as Corvallis, Salem, and Springfield.

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