

Senate approves amended parental-leave bill

By Stanley Nelson
Of the Emerald

SALEM — A state-mandated parental leave policy is one step closer to becoming reality for Oregon employees as the Oregon Senate passed an amended bill requiring employers to grant requested leave on Tuesday.

House Bill 2321 would make it unlawful for an Oregon employer of 25 or more employees to refuse to grant an employee request for parental leave of absence for up to the

not an option for many, Hill said. Both the father's and mother's needs must be accommodated, he said.

Hill quoted Oregon Commission on Childcare testimony taken in Senate Labor Committee, which states a minimum of 12 weeks time is necessary for proper child/parent bonding, as support for the bill.

If adopted, employers may require parents to give 30-day notice to take the leave. The employee seeking parental leave would have the option to use accrued vacation, sick or other compensatory leave during the period. The measure will take effect Jan. 1, 1988, if passed.

If an employee fails to give required notice, the employer may reduce the parental leave allowed by three weeks.

Both parents cannot take a leave of absence simultaneously, but the leave may be divided among the two parents, each taking part of the 12-week leave. In addition, the leave is not required to be granted with pay unless specified by agreement or policy.

The bill exempts employers from complying if the employee has worked for less than 90 days prior to the first day of parental leave, if the employee has been hired on a seasonal or temporary basis for a time defined at the time of hire for less than six months or if the employer offers its employees other non-discriminatory options to parental-leave benefits.

"The bill goes a long way in addressing one of society's more important problems," said Sen. Anthony Meeker, R-Amity. There is a special burden placed on the household when both spouses are in the workforce, he said.

Sixty-two percent of women are in the workforce today, and

women's needs need to be recognized as well as men who choose to be caregivers for the newborn, Meeker said. Fifteen percent of the women in Oregon with children less than 1 year old are in the workforce.

Sen. Frank Roberts, D-Portland, said the bill illustrates the basic underlying problems of society and seeks to correct the problem at the origin. By allowing more time for parent/child bonding, it may lead to fewer problems in the family household in the long

run, he said.

While facts support the need for a mandatory parental leave policy, the bill will change the hiring practices of Oregon employers, making it more difficult for women to find work around the state, said Sen. John Brennehan, R-Newport, who opposed the measure.

Sen. Grattan Kerans, D-Eugene, said he disagrees with Brennehan's argument. Because the bill is non-gender, discrimination is no longer an issue. Both the father or mother

would have equal opportunity to take parental leave, he said.

The exemption for employers of less than 25 persons excludes 300,000 employees in the state, Kerans said.

Kerans called the measure the state's first concerted effort to pass a parental-leave bill, and he said he expects it to pass.

"This is an excellent, excellent piece of legislation," he said. "It may provide a plan where families may be able to mesh together both career and family needs."

Legislative issues



first 12 weeks of the birth of the employee's infant. It also applies to the date an employee takes physical custody of an adopted child less than 6 years of age.

In the case of a premature birth, the leave can be extended until the infant reaches the developmental stage equivalent of 12 weeks.

The bill, passed 22-6, now goes back to the House for reconsideration. The original wording applied only to women and proposed requiring Oregon employers of 15 or more employees to grant parental leave if requested. Men could take leave only under special circumstances.

There is a tremendous amount of pressure on the family because of the increased number of both spouses in the workforce, said Sen. Larry Hill, D-Springfield, chairman of the Senate Labor Committee. The traditional non-worker, whether man or woman, raising the children in the household is

Et al.

MEETINGS

Alpha Kappa Delta, sociology honor society, will hold an organizational meeting today at 5:30 in Room 709 PLC. All sociology majors and minors are welcome to attend.

EMU Board will meet today at 3:30 in the board room. The agenda includes Child Care and EMUB Governance Documents.

The New Student Host Program will have its final host meeting tonight at 7 in Gerlinger Lounge. Since this is the last meeting of the year, we encourage anyone who has signed up to be a host, or anyone who is interested in being a host, to attend. We promise, it'll be worth the wait!

Alpha Kappa Psi, professional business fraternity, will have a general business meeting tonight at 6:30 in Room 330 Gilbert. Guest speaker will be Charlie Cole. The public is invited.

LECTURES

Environmental Law Lecture: "Regulating Federal Environmental Policy by Citizen Suits" by law professor Mike Axline tonight at 6 in Room 214 Allen.

The Rev. Colin Jones, a black Anglican priest from South Oregon Daily Emerald

Africa, speaks on "The Spirit of Apartheid" at a Brown Bag Forum today at 2:30 p.m. in the EMU Forum Room.

MISCELLANEOUS

A Woman's Sexuality Support Group is being offered for women concerned about being lesbian or bisexual and need support. Call Donna Gould at DeBusk Counseling Center, 686-3418.

Learn how "Fat is a Societal Issue" and how cultural influences affect personal body image and eating behavior. Eating Disorder Peer Health Adviser Alicia Sloan and Fitness/Weight Peer Health Adviser Kristin Dunkleberg will lead a lunchtime discussion today at 12:30 in EMU Century Room A.

The Outdoor Program is featuring the video "A Breath of Whitewater" today at 12:30 in the Outdoor Program room in the basement of the EMU. The video will give viewers a taste of Idaho's Payette and Snake Rivers.

Deadline for submitting Et als to the Emerald front desk, 300 EMU, is noon the day before publication. Et als are run only once. Events with a donation or admission charge will not be considered.

Movimiento Estudiantil Chicano de Aztlan

MEChA

Chicano/Latino Student Union
Second Annual Conference



WORKING TOWARDS AN IMPACT

MEChA, the Chicano/Latino Student Union, is formally inviting you to attend our Second Annual Chicano Conference: *Chicano Issues: La Migra, La Escuela, y El Campo: Working Towards an Impact*. The conference will be held at the U of O campus on Thursday & Friday, May 21st and 22nd. We invite you to share our culture and our ideas.

This year's conference is directed to the University, the administrators, the professors and the students of the U of O who can offer support to the success of the Chicano/Latino students on campus. Through our conference, we want to create awareness and bring attention to: 1) the discrimination by color and ancestry that the new immigration law will create, 2) the high dropout rate of Chicano/Latino students creating the consequent under representation of this segment of the population in higher education, 3) the health conditions and labor problems that our Chicano/Latino population encounter in the fields. Our objective is to work towards seeking solutions.

The workshops we have organized are the following: *La Migra* and its repercussions with the Chicano/Latino population, *La Escuela* and how to recruit and retain Chicano/Latino students; high school and college issues. *El Campo*: health, labor, and environmental issues. We have chosen several reputable leaders and scholars in our Chicano/Latino community to speak and lead workshops at the conference and assist us in meeting our objectives.

Our keynote speaker is **Dolores Huerta**, the Vice-President of the United Farm Workers, a fiery leader of farm working causes. She has worked with Cesar Chavez since 1986. Huerta is one of the main negotiators for the UFW and has spent considerable time in Sacramento, California and Washington D.C., helping push through legislation favorable to farm workers.

Antonia Castaneda is active in the Chicano movement and has spoken at many conferences. Castaneda is the co-editor of one of the first anthologies of Chicano literature, *Literatura Chicana*. She is completing her Ph.D. in history at Stanford University, with a specialty in labor history in the Southwest. Currently, Castaneda works at the Office of Affirmative Action at California State University, Sacramento.

Jose Montoya is one of the outstanding and better known Chicano poets who has been invited to read in Europe. Presently, Montoya is a professor of Art at California State University, Sacramento, where he has taught for 20 years. In addition to teaching art, Montoya is a musician and an artist. Last year, Montoya took his slide presentation, "Chicanos: the Endangered Species" to Paris and received a standing ovation. He has published a book of Chicano poetry, *Los de Abajo*, and is currently working on another book.

Thursday, May 21st

5:00-6:30 pm Registration of participants.

- Guest speakers and social mixer reception with music

6:30 Spanish Choir

7:00 Mariachi

8:00 Introduction of guest speakers by MEChA director. Poetry reading by Jose Montoya

8:30 Folkway Dance Group

* Location: Room 167, EMU

Friday, May 22nd

9:00-9:30 am Registration of participants

9:30-9:50 General Session (Introduction)

WORKSHOPS

9:50-10:20 Chicano/Latino Education: Manuel Pacheco

10:20-11:20 Chicano History: Antonia Castaneda

11:20-12:20 pm Immigration: Ramon Ramirez

12:20-1:30 LUNCH

1:30-3:00 Keynote Address: Dolores Huerta

3:00-4:00 Art Show, (Chicanos, the Endangered Species) by Jose Montoya

4:00-4:30 Discussion (Wrap-up): Jose Montoya

* Location: Room 129, Law School



For more information call

MEChA 686-3508

University of Oregon Spring of 1987

Admission is Free.