

# Workshop prepares students

■ The 2000 Career Expo offers students the chance to learn the importance of negotiating good benefit packages

By Brian Goodell  
Oregon Daily Emerald

OK, so you're not Akili Smith. You don't have a super-agent negotiating your multi-million dollar contract. But you have just been offered an incredible job, and your employer wants to negotiate your salary and benefits package. What do you do?

Students gathered in the EMU Rogue Room Friday afternoon for Negotiating Salaries and Benefits, a workshop segment of the 2000 Career Expo sponsored by the University Career Center. The panel included Linda King, University human resources director and Karen Gardner, human resource director for Looking Glass Youth and Family Services. The panel gave advice on negotiating everything from salaries to 401k retirement plans to death and dismemberment coverage.

"When you walk into a room and the recruiter asks what you want, students will want to speak intelligently about their salary and benefits package," Career Center Assistant Director Clarice Wilsey said. "Most employers

want to see you have some input on salary and basic coverage and be able to document why you should be paid on the upper-end of the scale rather than the lower end of the scale."

According to King, about 25-40 percent of the money that companies use to pay for their employees is tied up in benefits. So, if a person negotiates a \$30,000 salary, the employee is actually negotiating a \$40,000 total benefits and salary package.

"Benefit programs have been quite rich," King said. "In this time with the cost of health care and the fact that we never know what's going to happen to social security, it's really important to negotiate some type of coverage."

Gardner stressed that employees can be much better situated to negotiate salary and benefits after they have worked for the organization for a while.

"When you've proven what wonderful things you can do for your organizations, you'll be in a lot better position to negotiate salary and benefits," Gardner said. "The farther along you are in your career, the more leverage you have to negotiate."

When that dream job is finally at hand, King and Gardner impressed upon those gathered that it's important to have a good understanding what the industry standards are for the position they are negotiating and what

## Some tips from the experts

One must be able to justify a higher salary and benefits package.

It's important to have some type of health and dental coverage.

It's never too early to start saving for retirement.

Vacation rates are usually not negotiable.

Salaried employees have a lot more room to negotiate.

Let the employer come up with the first offer.

SOURCE: 2000 Career Expo

their own needs are to maintain their quality of life.

"They should know what they require as an income to meet their expectations, Gardner said. "They should have a good understanding of what the going salary is for the job they are applying for. They can find that out by comparing similar salaries in the classified ads, at the Career Center or on the Internet."

King emphasized that it can be inappropriate to begin negotiations before getting a job offer.

"Don't start negotiating until you know you're the selected candidate," King said. "To do it earlier could get you out of the process. You want them to want you."

comment on any of what EAT had proposed. In the midst of EAT's attempts to rouse the mayor into dialogue, another faction of Eugene anarchists, a group calling themselves EAT Me, took the opportunity to announce their platform to the mayor.

The group presented its own list of demands, including the preservation of the downtown mall and the removal of large corporations from Eugene. This began a debate between the two groups as to who were the "authentic anarchists, and who were just wannabes." This quickly disintegrated into bickering between the two groups, with Rotten calling the EAT Me campaign "Whinny, wimpy reformists."

Rotten then pointed out the their campaign was not to make Torrey look good by encouraging reform but to disillusion voters and to keep the face of authoritarianism in place. He also said that discouraging voters and highlighting the inferior government was a way of promoting anarchism in Eugene by making voters realize that government does not work.

When Torrey refused to engage in dialogue both groups of anarchists went on trying to elicit a

response, at one point trying to goad he mayor into blinking responses. "One blink for no, two for yes!" yelled an unidentified member of the group. This visibly angered the mayor, yet he still didn't respond.

The anarchists then decided to engage in a game of musical chairs. This elicited a responses from the police officers surrounding the mayor, who vocally instructed the anarchists to leave. The anarchists then joined together in the Torrey "fight song," a reworked version of the Sex Pistols' "Anarchy in the U.K."

Near the end of the meeting, Dow removed his hat and offered to shake the mayor's hand. However, the mayor refused to get up or even respond. Rotten and Dow then took one more opportunity to plea their cause to the mayor.

"We just want to reiterate that this is a serious campaign," Rotten said. "Some members of the media have called us tongue-in-cheek, but we want to assure you that we are not."

With this, Rotten proceeded to kiss Dow on the mouth. Looking angered and disgusted, the mayor left the room, escorted by police.


## Torrey

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gan the meeting by reading an address that announced the Eugene anarchists' plan to launch an "independent campaign." The EAT campaign, or "Eugene Anarchists for Torrey" is aimed at the re-election of Torrey. In the address, the group vowed to do "whatever is necessary to ensure victory for Torrey in November." This includes wire tapping opponents, a smear campaign and the use of damaging rumors and propaganda, either true or manufactured.

After presenting their address, the members of EAT began reading their goals and demands that would help ensure the mayor's victory. Their demands included the removal of Eugene Chief of Police Jim Hill for "someone who looks more like a dictator." Cookie Dow added, "Jim Hill looks too nice, dresses too nice and is too nice; you should hire Norm Stamper [ex-Seattle Police Chief]." Other goals were the imposing of martial law and the offering up of Eugene to the WTO.

However, the EAT campaign ran into a bit of a road block when Torrey refused to answer or

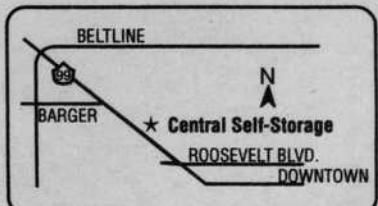


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