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Graduation

continued from page 1

this term, 624 will be receiving bachelor's degrees, 260 will be eligible for master's degrees, and 45 will be receiving their doctoral degrees.

Negotiations

continued from page 1

hourly wage of \$9.50 is the minimum salary needed to cover workers' cost-of-living expenses.

She added the \$30,000 cut-off for receiving full medical insurance coverage penalizes higher-paid workers.

Other union members said they suspect that the OUS has another motive for offering more medical coverage to lower-paid employees. Cherie Smith, president of the University OPEU chapter, said the move is a typical "divide and conquer" strategy. The idea, she said, is to pit lower-paid workers against higher-paid employees so that not all union members will vote in favor of a strike.

While Smith said she is encouraged by some of the economic concessions the OUS has made, she is concerned that with so much of the discussion centered on salary and benefits,

More than 10 percent of those graduating — 139 — will receive degrees in education.

"Our students make up a significant portion of the students who complete in the summer," said Marty Kaufman, the dean of the college of education.

union members may let other aspects of the contract proposal slip by unnoticed.

For example, she said, proposed changes by OUS would create more temporary positions and allow more jobs to be "contracted out" to non-union employees, which could result in layoffs of regular classified workers.

OUS representatives would also like to change the seniority system for classified employees, Smith said, which would make it more difficult for workers to use their experience to transfer to another University department if their current position is eliminated.

She also criticized a proposed change in overtime hours that would only allow classified employees to be paid overtime wages if they work more than 40 hours a week. As it is now, workers are paid overtime for all time over eight hours a day, regardless of how many hours they work in a week.

The OUS proposal "sounds

Many education students graduate in the summer so they can earn a master's degree or teaching license, he said.

And, he added, because most educators do not work in the summer, many teachers take University classes during summer term.

good," Smith said. "But when you start delving deeper ... there's more to it than the economic proposals."

Bruce, however, dismissed Smith's argument that the OUS is using a strategy to divide union members. Lower-paid workers are being given more medical coverage because they need it more, he said.

When the OUS contracts outside workers, he added, it is for the sake of being as efficient as possible. And the change in the definition of overtime hours is consistent with how most workplaces pay their employees, he said.

"We think that we've put on the table a fair package and a fair offer," he said. "We would hope that the union would move quickly and favorably toward helping us reach an agreement."

Representatives from both sides will go back to the bargaining table on Aug. 22 and 27, when they will meet with a state mediator to continue contract renegotiations.

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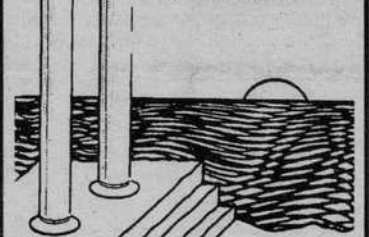
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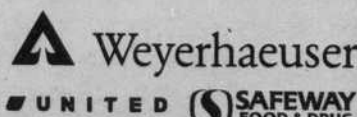


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