

# cougar print

## Negotiations flounder

# Classified staff faces strike

by Lenna Fitch

We have a hired gun on campus. Unless management comes up with some money - that's it. Over a hundred classified personnel are going to offer themselves up as hostages. Labor union AFSCME (American Federation for State and County Municipal Employees) has demanded an approximated 3.6 percent pay increase. Management has offered only 2.2 percent. Consequently, union members, who constitute a majority of classified staff, have voted to strike in the event that management doesn't come up with a reasonable agreement.

We will all miss them. We will miss the messengers. . . we will miss the delivery men. . . we will also miss everybody affiliated with FL-CIO. . . because they are affiliated with AFSCME.

Employees in classified - particularly those in secretarial positions - have had to settle for scraps so long that no one pays much attention when they ask to sit at the table with everybody else.

Kristy Kofsky says, "We do a lot of work and get little recognition for compensation. We get what's left after administration and faculty get their wages."

Miss Kofsky, a secretary, is president of local 2832. She said that the union's original proposal asked for a \$55 raise across the board, to bring wages into a more equitable range. The total amount equals 7 or 7 1/2 percent that inflation has robbed.

In addition they want 1.3 percent to cover the increased cost of insurance. Also, according to Carolyn Ritter (member of classified's negotiating team) they expected to get a 5 percent increment that had been previously agreed to.

"They've even rejected our annual step increase," she said, referring to the increment. "The 2.2 percent offered barely covers our fringe benefits."

Miss Kofsky explained the problem. She said that management had agreed that all qualified personnel would get an annual step increase. It was assumed by many that this increase would be automatic. But instead, management now says that classifieds must negotiate for the increase.

So every year, the negotiating team will have to show up at the bargaining table with their little tin cups.

But so far their 5 percent increment request has been rejected, and by the time they pay their 7 percent tithing to inflation, they will end up working for lower wages than last year.

According to AFSCME, Clackamas Community is unique in that they were the first community college in Oregon to affiliate themselves with an outside union. Only one other college has followed suit.

Personnel Director Jim Painter, said that House Bill 2263, dated June 1973, gave public employees the right to organize, and

that in January, 1974, CCC's classified staff brought in AFSCME as their bargaining representative.

Director of Fiscal Affairs Gary Dirrim, explained that before the House Bill or the union, employees in classified had a formal association and could make "In House Contracts". They could still do so, he said, without the union.

So why the union?

Jim Painter, Gary Dirrim and Bill Ryan

(Dean of College Services) are the three in management who represent CCC's Board of Education.

And interestingly enough, Roger Rook and Ralph Groener - both members of the board - are running for public office. Should classified proceed with a strike and claim that the board indulges in unfair labor practices - Took and Groener may have as much chance on November 2 as two clay pigeons at a skeet shoot.



Photo by Jerry Wheeler

Colorful Indian garments will be the look Oct. 22, 23 and 24 during the Ouy Ka' Lah and ASG-sponsored Pow Wow to be held on the CCC campus. Dancing and drumming competition will also be featured as well as a display of Indian artifacts and teepees.

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