

Sex Discrimination in Jobs Subject of Study

A committee has been appointed by Norman O. Nilsen, state labor commissioner, to study the problem of preventing discrimination against women in employment practices.

A new law went into effect Aug. 22 as the result of House Bill 1297, passed by the 1969 Legislature, which contained OSEA amendments making such action unlawful.

The law applies to any employer who hires one or more employees—including the State of Oregon and its political subdivisions.

Nilsen said the committee

will hold hearings around the state to "determine the scope of the problem and the sentiments of those affected either as employers or employees."

Three meetings have been held in Eugene, Medford and Salem. Others will be held in Pendleton, Oct. 20, and Portland. No date has been set for the Portland meeting, but it is expected to be early in November.

Nilsen said enforcement of the law will be complex because "no one in Oregon has had experience in working with this type of legislation." He said the hearings would bring out some of the problems to be faced.

Nilsen has asked the committee to recommend what it feels is needed to administer and enforce the new law.

Mrs. Thelma Fowler, Eugene attorney, was named chairman.

Other committee members are Sen. Betty Roberts (D-Portland); Rep. Connie McCready

(R-Portland); Mrs. Nellie Fox, AFL-CIO, Portland; Thomas C. Enright, OSEA executive secre-

tary; and Charles Scott, Pacific Northwest Bell Telephone Co., Portland.

UO Dental School Charged With 'Lack of Good Faith' Bargaining

OSEA has filed a complaint against the University of Oregon Dental School in Portland charging it with refusal to bargain in good faith.

The complaint was lodged with the Public Employee Relations Board.

It is the first action of its kind to be filed with the board since the law allowing such charges to be brought against a state agency was passed by the 1969 Legislature.

The complaint alleges that representatives from the association and Dental School met last February to negotiate supplemental agreements to OSEA's basic collective bargaining contract with the agency.

In May, it says, agreement was reached between the two parties on two supplemental agreements.

One would permit female employees of the school to work during pregnancy, provided that after the sixth month they submit to the school a physician's statement indicating no harm will result from continued employment.

The other would require the school to conduct a comprehensive position review and classification study of all of its classified positions every two years.

Despite the fact that agree-

ment was reached, the Dental School "without valid cause" has refused to sign the agreements, the complaint charges.

During negotiations, OSEA was represented by staff members John M. Schoonover and Harry C. Ward.

The negotiating team for the school was composed of Eugene Baurer, assistant dean of business affairs; Darwin R. Reveal, Director of institutional services; and Dr. Fred Sorenson, director of clinics.

OSEA Files Complaint Against Comp. Board

OSEA has filed a complaint with the Public Employee Relations Board against the Workmen's Compensation Board for its refusal to continue with an employee's grievance proceeding.

George Rode, a hearing officer for the Compensation Board in Portland, initiated the grievance last July 8.

Grad Assistants Negotiate Pay

Graduate assistants at the University of Oregon have taken a giant step forward in collective bargaining by negotiating their own salary increases.

The new salary schedules are set forth in a collective bargaining agreement between the Graduate Student Employees Association and the UO.

It calls for establishment of three pay levels. The first level will get an increase of \$285 per month. The second level will get a pay hike of \$435 a month, and the third level will receive a \$585 monthly raise.

The agreement has a provision for reopening negotiations if budgeted amounts are not adequate.

The students were able to negotiate their pay raises because they are unclassified employees. Classified employees are not able to bargain for their salaries since, by law, funds for pay raises must be appropriated by the legislature.

Alan Mandelberg, GSEA president, and Burnie Corrigan, president-elect, were chief negotiators for the student group. As members of OSEA, they were assisted by staff member Gilbert C. Polanski.

"This agreement is only one of several which are being negotiated with the university regarding the working conditions of graduate students," Corrigan said.

The grievance is based on a "denial to Rode of any increase in his salary for the period beginning July 1, 1969." That's the date the state's new compensation plan went into effect.

Rode met with his immediate supervisor on July 31 in the first step of the board's grievance procedure.

On Aug. 12, however, he was served with dismissal charges and suspended indefinitely without pay.

Since that time the Compensation Board, according to the complaint, has refused to continue with the hearing of Rode's grievance.

The complaint charges the Compensation Board, by refusing to hear the grievance, acted arbitrarily and contrary to its own grievance procedure.

It also charges that the refusal constitutes a violation of the basic collective bargaining contract between the Workmen's Compensation Board and OSEA.

The agency's grievance procedure was adopted on June 1, 1968. It sets forth three steps for aggrieved employees to follow:

The grievance is first taken to the employee's immediate supervisor. If it is not resolved on that level, the employee may take it to his department head. If it cannot be resolved on that level, it may be taken to the agency's executive assistant.

Rode is being represented by John S. Irvin, OSEA staff attorney.

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