

## OSEA Asks Investigation Of Discrimination Claims

OSEA has asked the Bureau of Labor's Civil Rights Division to investigate nine complaints of sex discrimination in state employment filed by female employes of five colleges and universities.

The employes, all classified as domestic workers, claim they perform the same work as male employes classified as custodial workers but get paid less.

The salary range for custodial worker is \$443—\$466—\$489. The salary range for domestic worker 1 is \$330—\$346—\$364. That's a difference of \$113 at the first step, \$120 at the second step and \$125 at the third step of the salary range.

All of the complaints were filed with OSEA staff member John M. Schoonover. He turned them over to Eleanor M. Meyers of the Civil Rights Division in Oregon's Bureau of Labor.

Schools involved in the complaints are Oregon College of Education in Monmouth, Oregon State University in Corvallis, University of Oregon in Eugene, Southern Oregon College in Ashland and Oregon Technical Institute in Klamath Falls. The women work in housing departments, student unions and physical plants.

"I receive less pay than the custodians. They do the same job as I do, but I am classified as a domestic worker because I am a woman. I feel this is unfair and shows discrimination because of my sex," one woman said in her complaint. "I do custodial work and get domestic worker wages," another said.

Another employe listed 12 duties done by custodial workers at her school, and 12 jobs performed by domestic workers. Both lists were the same. "If we are doing the same work, why don't we get equal pay?" she asked in her complaint.

Discrimination in employment on account of sex became illegal in 1969 after a bill drafted and introduced by OSEA was passed into law by that session of the Legislature.

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SALARY NUMBER	SALARY RANGE					
1	301	315	330	346	364	383
2	315	330	346	364	383	401
3	330	346	364	383	401	422
4	346	364	383	401	422	443
5	364	383	401	422	443	466
6	383	401	422	443	466	489
7	401	422	443	466	489	513
8	422	443	466	489	513	539
9	443	466	489	513	539	566
10	466	489	513	539	566	594
11	489	513	539	566	594	624
12	513	539	566	594	624	656
13	539	566	594	624	656	688
14	566	594	624	656	688	722
15	594	624	656	688	722	759
16	624	656	688	722	759	796
17	656	688	722	759	796	836
18	688	722	759	796	836	878
19	722	759	796	836	878	922
20	759	796	836	878	922	967
21	796	836	878	922	967	1016
22	836	878	922	967	1016	1068
23	878	922	967	1016	1068	1121
24	922	967	1016	1068	1121	1177
25	967	1016	1068	1121	1177	1236
26	1016	1068	1121	1177	1236	1298
27	1068	1121	1177	1236	1298	1363
28	1121	1177	1236	1298	1363	1431
29	1177	1236	1298	1363	1431	1502
30	1236	1298	1363	1431	1502	1577
31	1298	1363	1431	1502	1577	1657
32	1363	1431	1502	1577	1657	1740
33	1431	1502	1577	1657	1740	1828
34	1502	1577	1657	1740	1828	1919
35	1577	1657	1740	1828	1919	2014
36	1657	1740	1828	1919	2014	2115
37	1740	1828	1919	2014	2115	2221
38	1828	1919	2014	2115	2221	2332
39	1919	2014	2115	2221	2332	2449
40	2014	2115	2221	2332	2449	2571
41	2115	2221	2332	2449	2571	2699
42	2221	2332	2449	2571	2699	2834
43	2332	2449	2571	2699	2834	2975
44	2449	2571	2699	2834	2975	3123
45	2571	2699	2834	2975	3123	3280

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As you load up, use this form to make it easier to keep track of the weight your pickup will carry.

1. Your Pickup's Curb Weight \_\_\_\_\_
2. Your Camper Body's Weight \_\_\_\_\_  
 Dry Weight \_\_\_\_\_  
 Water (At 8.4 lb. per gal.) \_\_\_\_\_  
 Butane \_\_\_\_\_  
 Ice \_\_\_\_\_  
 Batteries \_\_\_\_\_  
 Optional Equipment \_\_\_\_\_  
 Total Camper Body Weight \_\_\_\_\_
3. Total Household & Personal Equipment Weight \_\_\_\_\_
4. Trailer Tongue Weight (20% of Total Trailer Weight) \_\_\_\_\_
5. Total Passenger Weight \_\_\_\_\_
6. Grand Total Weight (Add 1 through 5) \_\_\_\_\_

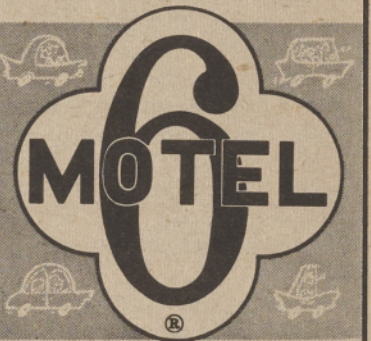
Now compare Grand Total Weight with pickup's GVW rating. \_\_\_\_\_  
 Your Pickup's GVW Rating \_\_\_\_\_  
 Subtract Grand Total Weight (#6 above) \_\_\_\_\_

Result (if this answer is positive, you'll be in great shape) \_\_\_\_\_  
 If Grand Total Weight is greater than GVW, decide what you can leave at home. Do not exceed GVW rating.

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