

State Employees:

You can get a special \$1.00 discount with this ad at the Bon House Motel, Eugene's newest motel. We feature:

- Commercial Rates
- \$7.50 for Regular Single
- \$8.50 for Large Single
- Free Direct Dial Phones
- Free Color Television

Bon House Motel

1190 W. 6th Avenue
Eugene, Oregon
Phone: 342-7273
Credit Cards Accepted

To all state employees . . .

Thank You

for your trust and cooperation during the years we have served you through the OSEA . . .

We are looking forward to an even more beneficial relationship through your new state plans.

Now, as in the past . . . when you need it, you're better off with Blue Cross.

BLUE CROSS of Oregon

P. O. BOX 1271, PORTLAND, OREGON 97207
PHONE: 225-5221

OSEA Appeals Denial of Merit Pay Increase on Behalf of 9 Employees

OSEA has nine cases pending before the Public Employee Relations Board based on what employees claim is improper denial of merit pay increases.

Two of the employees work for the State Library, two are employed at Fairview Hospital and Training Center and five work for the Children's Services Division.

The two employees who work for the State Library claim their denial of a merit pay increase is improper because both are based on factors other than merit.

The other seven employees claim their denial of merit increases is improper because all are based on merit ratings made without regard to job performance standards required by law.

The state has filed motions to dismiss the appeals. It contends the PERB has no jurisdiction to review the merit increase denials because the denials are not the type of "personnel actions" over which the board has authority to review.

The state's attorney also claims the right to grant or deny merit pay increases rests solely with the agency that makes the decision, and that denial of merit pay increases may be based on factors other than merit.

OSEA staff attorney John S. Irvin, who is representing the nine employees, contends the board has power to review merit increase denials under a law passed by the 1969 legislature.

He also contends that once an agency has decided the percentage of employees who are to receive merit pay increases and the amount of money to be used for the raises, the determination as to which employees will be granted or denied increases must be based solely on merit as measured by a proper merit rating.

Argument on the state's motion to dismiss the appeals was heard last week by the board's hearing officers. They will refer the matter, with their recommendations, to the board for final decision. That isn't expected until the board's April 13 meeting.

Survey Finds Little Difference Between Domestics, Custodials

"Domestic workers perform all the tasks custodial workers perform to about the same extent."

That is one of the conclusions reached by Anne Moody, a researcher employed in the Public Service Careers Program, who conducted a study of the state's domestic worker, custodial worker, institutional worker and housekeeper job classifications for the Personnel Division.

"There are two main clusters of tasks which are quite distinct—food service and cleaning," she said in a preliminary report on the study.

Domestic workers and institutional workers perform tasks in both of those areas, but individual employees work only in one area, she said.

The study found that jobs performed by custodial workers and housekeepers are confined to cleaning.

The study shows no "significant differences" exist between domestic workers and custodial workers whose duties are confined to cleaning tasks. Differences exist in the two classifications when a domestic worker performing a food service task is compared with a custodial worker.

There is a pretty big difference between the two classifications in pay, however. The custodial worker salary range is \$466—\$489—\$513. The salary range for a domestic worker 1 is \$346—\$364—\$383. That's a difference of \$120 at the first step, \$125 at the second and \$130 at the third.

CARE USE
EASTER SEALS
MARCH 1ST TO APRIL 11TH

Save on Beauty Services At the Beauty Center

LOW PRICES WITH PERSONALIZED SERVICE!

PRICE LIST

Set Only	\$2.50
Shampoo Set	3.00
Haircuts	2.50
Combouts	1.00
30 Day Colors	6.95*
Tints	7.95*
Bleaches	12.50*
Frostings	15.00*
Permanents start at	8.95
* Includes Set	

HAIRPIECE SERVICE

(all prices include cleaning)

Wiglets	\$2.50
Cascades	3.00
Falls	4.00
Human Hair Wigs	6.00
Wig Re-Combs	1.00
Synthetic Wig Styling Cuts	3.00 & up

Beauty Center

464 Capitol Street NE
(Between Center and Marion)
Phone: 362-0992
Closed Wednesdays
We're handy for state employees



Use your BankAmericard
or Master Charge Card.



**GIVE
TO YOUR
HEART
FUND**

**AMERICAN
HEART
MONTH**

Plan Your Trip
the Motel 6 way . . . and Save!



"Now serving
Guests at
convenient
locations —
NATIONWIDE"



\$6⁶⁰

(single)

2 Persons
\$7.70 to \$8.80

Up to 4
Persons
\$9.90

POOL • TV

FREE BROCHURES available, listing all Motel addresses and phone numbers. Write: Motel 6, P.O. Box 3550, Santa Barbara, Calif. 93105.

Spring Special for State Employees

We'll install our new carpet for one-third off! Our regular price is \$1.50 a square yard. Our spring special is \$1.00 a square yard!

C. Crick Silverton
Phone: 873-5843

Security

with no premiums to pay!

- ✓ Loan insurance
- ✓ Life insurance on savings
- ✓ Insured savings to \$20,000

Join the other state employees who live and work in Linn, Marion, Polk and Yamhill counties and get your share of security today!

Oregon Employees Federal Credit Union

1515 State Street, Salem
Phone: 581-1505

Hours: Noon to 5:00 p.m.

BEST PLACE TO SAVE OR BORROW