

**Special Discount Prices
To State Employees On:**
Open Road Recreation Vehicles
Campers—Vacation Trailers—Motor Homes

Chevrolets

Cars—Carry Aalls—Pickups

All tailored to your needs and purse

**John Lucas
Chevrolet, Inc.**

Stayton, Oregon

Phone: 769-2126

The Beauty Center is proud to
announce it has been chosen as a

REDKEN RETAIL CENTER

We offer Redken Products, including
Protein Plus Skin Care Conditioner
(as advertised in Vogue magazine).

FREE SCIENTIFIC HAIR ANALYSIS

Let us test your hair with our Microgram-
Scale and help you attain healthy hair
through proper re-conditioning in our salon
or at home with the correct formula for your
individual problem.

The Beauty Center

464 Capitol St. NE
On Capitol between Center & Marion
In the Capitol Shopping Center

362-0992

*** \$265 DOWN,
\$47.28 A MONTH FOR**

THE NEW
2-DOOR **SUBARU**
FROM

Front Wheel Drive, beauty,
a price you can handle.



\$2,165*

Fully equipped, even push-button radio! And

Front Wheel Drive

McPherson Strut Front Suspension
Independent Torsion Bars in the rear.
1.3 liter, horizontally opposed,
four-cylinder, liquid cooled engine.
Up to 30 mpg on regular.

Thermostatically controlled electric
cooling fan.

Four speed all synchro transmission.

* Plus Dealer prep, freight, state and local taxes, if any.

Rack and Pinion Steering

Reclining high back bucket seats

All vinyl upholstery

Wall to wall carpets

Whitewalls

Wheel covers

Wood-grained dash

Parcel shelf

* Example: 1973 Subaru 2-door coupe

Selling price

\$2165.00

Cash or equity down

265.00

Balance to finance

1900.00

Monthly payments

47.28

(48 months, APR of 9%)

Eastgate Motors

888 12th Street SE, Salem, Oregon

Phone: 364-8445

OSEA Asks Overhaul of Custodial, Domestic Worker Classifications

A proposal to overhaul two of state government's large classifications—custodial worker and domestic worker—has been made to the Personnel Division by OSEA.

It would place those two classifications and at least three others—cook, housekeeper and executive housekeeper—into two new classification series: custodial worker and food service.

"Adoption of the new classification series would absorb the now existing domestic worker series and others into two realistic career ladders for state service," Field Representative John M. Schoonover said in a letter accompanying OSEA's proposal to the Personnel Division.

"It also would satisfy the Department of Health, Education and Welfare's charges of sex discrimination in the State System of Higher Education," he said.

Schoonover and Cheryl Williams, OSEA's research analyst, wrote the specifications for the new classification series.

The performance of janitorial tasks is the distinguishing feature of the proposed custodial worker series. Those tasks include mopping, sweeping, polishing and buffing floors, cleaning fixtures, dusting and general cleaning of state institutions and buildings.

The series would contain five classifications at the following proposed salary ranges: custodial worker 1, \$415-\$531; custodial worker 2, \$459-\$586; custodial worker supervisor 1, \$506-\$646; custodial worker supervisor 2, \$558-\$712; and custodial worker supervisor 3, \$646-\$824.

Performance of duties involving food

preparation, cooking and the cleaning of kitchen equipment and work areas is the distinguishing feature of OSEA's proposed food service series.

The series would be made up of four classifications at the following proposed salary ranges: food service worker, \$415-\$531; cook 1, \$459-\$586; cook 2, \$506-\$646; and cook 3, \$558-\$712.

"Under the present classification series, all custodial workers perform jobs that involve janitorial tasks," Schoonover said. "But that's not true in regard to domestic workers. Some of them work at jobs involving janitorial tasks and some work at jobs involving food service."

"In addition to that, nearly all employees classified as custodial workers are men, while nearly all domestic workers are women. Domestic workers are paid over \$100 a month less than custodial workers, despite the fact that many of them are doing the exact same kind of work," he declared.

"Many domestic workers—especially those doing janitorial work—think that they are being discriminated against because they are women. And I don't blame them. I think that's exactly what's been happening in colleges all over Oregon," Schoonover said.

He noted the Department of Health, Education and Welfare found that domestic workers at Oregon State University have been and are being discriminated against because they are women.

"I think our proposed revision of the two classifications would eliminate that discrimination by insuring that all employees doing the same kind of work were classified and paid on an equal basis."

All But Two Candidates Supported By CASE Win in General Election

All but two of the legislative candidates supported by OSEA's political action arm—Citizen Action by State Employees (CASE)—won re-election in the November 7 general election.

Both of the defeated candidates were Democrats. They are Richard Kennedy (D-Eugene), an incumbent who was seeking election to the House of Representatives in District 43 (Lane and Douglas Counties), and William Galbreath, who was running for his first term for state representative in District 58 (Umatilla, Union and Wallowa Counties).

The other 14 candidates—all incumbents—supported by CASE won re-election. They include 4 senators and 10 representatives.

Senators who won are Betty Roberts (D-Portland), Fred Heard (D-Klamath Falls) Jack Ripper (D-North Bend) and Victor Atiyeh (R-Portland).

Representatives re-elected to two year terms are Gordon Macpherson (R-Waldport), Robert Stults (R-Roseburg), Robert Ingalls (R-Corvallis), Keith Skelton (D-Portland), Norma Paulus (R-Salem), Albert Densmore (D-Medford), Mary Rieke (R-Portland), Robert

Elliott (R-Portland), Philip Lang (D-Portland) and William Gwinn (R-Albany).

OSEA Unseated In Pen Election

For the first time since collective bargaining began in state government more than six years ago, OSEA has been unseated as the bargaining representative for a group of state employees by an AFL-CIO affiliated union.

Public Employees Council 75 of the American Federation of State, County and Municipal Employees (AFSC&ME) defeated the independent Association in an election at the Oregon State Penitentiary.

Outcome of the balloting was as follows: AFSC&ME, 155; OSEA, 101; Teamsters Local 324, 9; and no representation, 3. There were 12 challenged ballots and 2 void ballots, for a total of 280 votes cast. Some 354 employees were eligible to vote.

'Will' Forms

Four "WILL" forms & 64-Page Booklet on WILLS. Written by Attorney Harry Hirschman, plus Important Guide to Wills.

COMPLETE ONLY \$2

National Forms, Box 48313-W
Los Angeles, Calif. 90048

give
YOUR
FAIR SHARE

THE UNITED WAY

Employee Retirement Accounts Valued

Editor's Note: In an effort to keep OSEA members informed of the value of their accounts in the Public Employees' Retirement System, the OSEA News publishes the following table.

Both the "variable annuity" portion of the account (which is invested in common stocks and short term notes) and the "fixed" portion of the account (which is invested in long term bonds and mortgages) are listed. The table shows the value of each \$100 invested in either the variable annuity or fixed account on the date listed.

	VARIABLE ACCOUNT	FIXED ACCOUNT
January 31, 1972	\$101.89	\$100.52
February 29, 1972	\$105.79	\$101.05
March 31, 1972	\$106.78	\$101.57
April 30, 1972	\$108.24	\$102.09
May 31, 1972	\$108.76	\$102.61
June 30, 1972	\$104.42	\$103.14
July 31, 1972	\$103.45	\$103.66
August 31, 1972	\$107.09	\$104.18
September 30, 1972	\$105.62	\$104.70