

# Another Attempt to Reclassify Custodials, Domestics Proposed

Another attempt by the Personnel Division to solve what has become a thorny problem—reclassification of the state's custodial and domestic workers—has been proposed.

It will not be supported by OSEA for most of the same reasons the Association has not backed other attempts made to reclassify those employees during the past four years.

The division's new plan—its second in five months—proposes placing all employees in those classifications into two new classifications: custodial and food service workers.

It recommends establishment of two levels within each classification at the following salary ranges: custodial worker 1, \$326-\$415, and custodial worker 2, \$415-\$531; food service worker 1, \$326-\$415, and food service worker 2, \$397-\$506.

A proposal made by the Personnel Division last July recommended three levels of custodial workers and three levels of food service workers, all at higher salary levels than the latest plan.

"OSEA cannot support the proposed classifications," Assistant Executive Secretary Everett B. Stiles said, "because they fail to accomplish the original goals for revision of this series."

"First, they do not eliminate pay differences based upon the performance of light and heavy work. Second, they do not clearly differentiate the functions of custodial and food service workers. And third, they do not eliminate the means by which state agencies may use the classifications in a discriminatory manner."

Stiles resubmitted OSEA's proposal for overhauling the classifications. That proposal recommends establishment of five levels within each classification at the following salary ranges:

Custodial worker 1, \$483-\$531; custodial worker 2, \$531-\$586; custodial worker supervisor 1, \$586-

\$646; custodial worker supervisor 2, \$646-\$712; and custodial worker supervisor 3, \$748-\$824; food service worker, \$483-\$531; cook 1, \$531-\$586; cook 2, \$586-\$646; cook 3, \$646-\$712; and assistant food service supervisor, \$646-\$712.

The Personnel Division's attempt to revise the custodial and domestic worker classification dates back to the early months of 1969. It was given added impetus, however, in 1971 when OSEA filed complaints on behalf of nine employees of the State System of Higher Education with the Bureau of Labor.

The employees—all female and all classified as domestic workers—charged discrimination on account of sex. All nine said they performed like or similar work to male employees classified as custodial workers, but were paid from \$113 to \$125 a month less.

A few months after OSEA filed the complaints, the Office for Civil Rights, U. S. Department of Health, Education and Welfare conducted a "contract compliance review" at Oregon State University.

It found "no substantial degree of difference" between the duties performed by custodial and domestic workers. It did find, however, that 95 per cent of the domestic workers were female, while 96 per cent of the custodial workers were males.

The last major study of the classifications was conducted by the Personnel Division in 1972 under the auspices and monetary support of the Public Service Careers Project, a program financed by the U. S. Department of Labor.

It found that comparison of the tasks performed by custodial and domestic workers involved in cleaning showed only "slight differences," which do not "justify the salary differences currently existing between the classes."

# Highway Employees Due Training On 'Highly Dangerous' Poisons

The Highway Division has informed OSEA it has scheduled a training program for its employees on the hazards they may face from transportation of highly dangerous poisons over Oregon highways.

Field Representative Donald F. Larkin asked George Baldwin, administrator of highways, about the matter after he learned the poisons were being moved in bulk liquid form through the state.

"The poisons—namely Parathion—are extremely dangerous," Larkin said. "Exposure to them could result in death within eight hours. An individual can be exposed through fumes or by walking in the residue from a leaky tanker. The poisons can be absorbed through shoe leather or clothing."

"We are aware of the hazards and are in the process of establishing educational programs for our employees," Baldwin told Larkin. He said the training sessions will be conducted by personnel from the Bureau of Motor Carriers, U. S.

Department of Transportation in Portland.

Because the hazards may involve personnel from other state agencies, Baldwin noted, employees from the State Police, Emergency Services, Traffic Safety Commission and Department of Environmental Quality will be invited to attend the training sessions along with Highway Division employees.

"It is our belief that because the exposure is great to personnel controlling traffic or cleaning up a site following an accident involving hazardous material, these persons are the most in need of training," he said. The sessions will begin in February.

# OSEA Asks Review Of Reclass Denial For Printers

OSEA has appealed to the Public Employee Relations Board a reclassification denial on behalf of six employees who work for the Department of General Services.

The employees—all classified as offset printer 2—requested the Personnel Division to reclassify their positions to offset printer 3.

The division refused the request, claiming the men do not perform many duties of offset Printer 3, such as supervising other personnel, requisitioning supplies, pricing out jobs and maintaining equipment.

The printers contend they consistently perform both offset printer 2 and 3 duties daily, and argue that to be paid at the lower level is arbitrary.

The appeal was filed by OSEA staff attorney John S. Irvin.

# 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
October 31, 1972	\$106.87	\$105.22
November 30, 1972	\$112.38	\$105.75



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