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Solons Reverse State Policy Of Buying Sub-Compact Autos

A subcommittee of the 1973 legislature's Joint Ways and Means Committee has voted to reverse a state policy on buying so-called "sub-compact" cars for use by state employees.

Executive Secretary Thomas C. Enright told the subcommittee that many employees have complained to OSEA that the small autos are hazardous to drive.

In addition, Enright said, OSEA's Board of Directors last summer unanimously adopted a resolution asking the legislature to stop use of the sub-compacts because of their alleged unsafe driving characteristics. That resolution was adopted by delegates to the Association's General Council last fall.

The 1971 legislature ordered the Department of General Services to buy the small cars in hopes of saving money. However, they haven't proven to be much cheaper to operate than the larger intermediate size vehicles.

A spokesman for General Services said preliminary figures show the cost of operating the sub-compacts has averaged about 6.5 cents a mile. That compares to 6.7 to 6.9 cents a mile it costs to run the intermediate autos.

The subcommittee directed General Services to return to buying larger cars at an extra cost of about \$350,000 in the 1973-75 biennium. The state has some sub-compacts on order that it must accept. No new orders will be placed for them, however.

OSEA Files Sex Discrimination Complaint Against Six Schools

OSEA has filed a complaint with the Equal Employment Opportunity Commission charging six schools in the State System of Higher Education with discriminating against female domestic workers.

"This case grows out of the practice in the state institutions of using domestic workers (female) and custodial workers (mostly male) for the same work, with the female workers receiving approximately \$100 less per month for equal work," Enright said in a letter sent with the complaint to the EEOC's San Francisco office.

"This practice has not been corrected nor restitution made for past wrongs, and classification proposals by the state's Personnel Division in conjunction with the State System of Higher Education at the present time appear designed to perpetuate rather than correct unlawful sexual discrimination," he said.

OSEA filed the first charge in the case with the Civil Rights Division of Oregon's Bureau of Labor in May, 1971. The matter was later the subject of

consideration by the U.S. Department of Health, Education and Welfare when it conducted a "contract compliance review" at Oregon State University.

A report issued by HEW following its review said OSU domestic workers have been and are being discriminated against because they are female. "The university must achieve salary equity between employees in the job classification of domestic worker and that of custodial worker," the report said.

HEW officials recently advised OSEA that sex discrimination charges now must be filed with the EEOC because of a change in federal law which puts state and local governments under title eight of the civil rights law.

The six schools listed in OSEA's complaint are Oregon State University in Corvallis, the University of Oregon in Eugene, Oregon College of Education in Monmouth, Southern Oregon College in Ashland, Oregon Technical Institute in Klamath Falls, and Eastern Oregon College in La Grande.

New Rental Rules Criticized; Implementation Date Delayed

Implementation of new rules developed by the Department of General Services to establish uniform rental rates for all state-owned housing was postponed "until further notice" following a public hearing on the rules held earlier this month.

Representatives from most of the major state agencies attended the hearing and very few of them had anything complimentary to say about the proposed rules. In fact, it took spokesmen for the various agencies over two hours to tell General Services what is wrong with them.

The agency proposed the following three rules:

(1) Any and all occupants of state-owned housing shall pay at least 50 per cent of the appraised rental value. Utilities and other services provided by the state shall be added to any rental.

(2) If the rent previously charged by an agency to an employee was less than a fair rental value and the adjusted rates are higher, indirectly affecting the employee's salary, it is a personnel matter subject to review by the Public Employee Relations Board.

(3) A fair rental value will be established for each state-owned residence by a qualified fee appraiser. The Department of General Services, as provided by ORS 182.432, will then establish a uniform schedule of reductions from the rental value. In establishing a reduction schedule the department shall consider factors such as agency need, invasion of privacy and isolation.

Rule number three drew the greatest amount of criticism. Most of the objections were based on the fact that a lack of standby pay would not be considered by General Services in establishing the rental reduction schedule.

Agency representatives said it has long been a practice for the state to provide low monthly rental rates in exchange for a lack of standby pay. "Employees regard this as fair and equitable. High morale, irreplaceable dedication, low turnover, and a demonstrable efficiency have resulted," a spokesman for the Game Commission said.

Game Commission representatives said it would cost the agency \$20,000 a year in excess of the increased rental income to pay employees standby pay. A spokesman for the Fish Commission said it would cost his agency nearly \$31,000 a biennium. "This is a cost which the Fish Commission is not prepared to pay," he added.

A hearing officer for the Department of General Services said the planned March 1 implementation date "is being postponed until further notice to allow time to review the material presented at the hearing."

Before the agency can adopt the rules, however, a hearing must be held by the Public Employee Relations Board.

OSEA Files \$1200 Pay Claim at SOC

OSEA has filed a claim with Southern Oregon College in Ashland for \$1,217 in back pay on behalf of seven maintenance repairmen who work in the school's physical plant.

The claim was filed by Field Representative John M. Schoonover.

OSEA's collective bargaining contract with SOC provides that employees called to work outside their regular shift shall be paid for a minimum of two hours. If employees are called back to work after they have completed an eight hour shift the time must be paid at the rate of time and one-half.

Schoonover said records show Southern Oregon College during a two year period paid the seven employees only for the time they worked, which in many cases was less than the two hour minimum.

The employees and the amount each has claimed are:

Richard Osborn, \$183.96; Ray Martin, \$243.09; Louis Morgan, \$259.52; Harold Johnson, \$110.52; George Knox, \$85.41; Ed Holtgrave, \$262.80; and Al Wolber, \$72.27.