

Inquiring Photographer

Do Female State Employees Suffer From Discriminatory Employment Practices?

(Asked at Oregon State University, Corvallis)

DOROTHY ANN TABOR

Domestic Worker 1
Memorial Union Food Service

You bet they do. I'm doing the same work as a baker, but I'm classified as a domestic worker and paid less. Why? Because I'm a woman. I handle 100 pound sacks of flour and 50 pound sacks of sugar. I mix batter in 30 to 90 pound batches. It's heavy, hard work. They couldn't hire a man to do this job because it doesn't pay enough. I could add more but you couldn't print it.



SHIRLEY BRENNAN

Clerk 4
Memorial Union Business Office

Yes, I do. The Ad Hoc Committee on Sex Discrimination in Employment has reported to Labor Commissioner Norman Nilsen that there is substantial discrimination against women in Oregon and noted several examples. One example noted is that jobs performed by women may be considered secretarial, whereas similar jobs performed by men may be considered junior management.

LOLA BENNETT

Domestic Worker 2
Memorial Union Food Service

I certainly believe they do. Many domestic workers perform the same kind of work as custodians, but are paid over \$100 a month less solely because they are women. Let's face it, the university can hire women who are willing to do the same work as men for less money. They need the jobs. It doesn't take a genius to realize that kind of hiring practice saves the state a lot of money.



MARGIE JIMMERSON

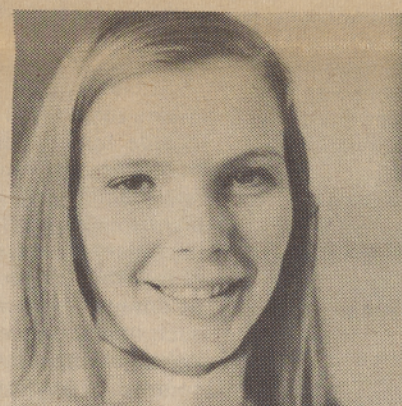
Cook 1
Memorial Union Food Service

I really haven't felt any effects of discrimination on my job because I'm a woman. I'm paid as much as a man would be to do my job. I think employees selected for promotion are selected on the basis of their qualifications for the job. It's possible that job discrimination exists on this campus, but I've never felt its effects or known of any instances in which it has occurred.

DIANE KASER

Clerk 2
Memorial Union Business Office

I know they couldn't hire a man to do my job because the responsibilities and duties are too far ahead of the pay. To hire a man to do my job, the university would have to classify it correctly and pay it commensurately. Now I have a question for you: why are clerks and secretaries—the lower paid jobs—always filled by women while administrators and managers—higher paid jobs—always held by men?



KRISTINE KELSO

Accounting Clerk 1
Memorial Union Business Office

There is no doubt in my mind that sex discrimination at OSU does exist and proof that it does is the fact that the university is trying to recruit female employees. Not only is it trying to recruit females, but females who belong to minority groups. Because of that, in my opinion, the university is coming close to practicing reverse discrimination against Caucasian female job seekers.

Senator Burbidge Says:

Employees 'Deserve' \$50 Million Pay-Benefits Package

Editor's Note: The following remarks about the collective bargaining contract negotiated by OSEA with the Executive Department were made by Senator Keith A. Burbidge (D-Salem) on radio station KSLM in Salem. The comments were broadcast on February 9, the day after the contract was signed.

Thursday was a great day for most of Oregon's 29,000 state employees. The Oregon State Employees Association and Governor McCall's office reached agreement on a pay package for about 75 per cent of the people employed by the state after a long series of negotiations.

State employees will get an average 6½ per cent raise on July 1st of this year, and a 5½ per cent raise on July 1st of 1974. Employees will get higher or lower raises, depending upon how competitive their current salaries are with those paid for similar jobs in the private sector.

Basic parts of the package include binding, third-party arbitration for contract disputes, with no strikes or lockouts permitted; a raise in the state's contribution toward the work-

er's health insurance plan from \$10 to \$15 a month; and annual monetary awards for exceptional performance for up to 10 per cent of the work force.

This is a significant accomplishment for the OSEA and the governor's office. Instead of separate contracts for various state agencies, the agreement provides for one contract for all employees represented by OSEA. The legislature must now review and approve funds to implement the contract, so it's helpful that negotiations were completed in the early part of this session.

It's my belief that our state employees deserve this package. In the past, Oregon's state employees have had some rough times with the legislature and with the public.

During some past sessions of the legislature, employee salaries and fringe benefits have provided a tempting target for budget slashing when funds have been needed elsewhere.

I think it's also true that state employees continue to suffer from a bad public image that seems to embrace

all government employees. Many people seem to view state employees as persons who got their employment through political pressure, and who can't be discharged for laziness or inefficiency because of over protective civil service regulations.

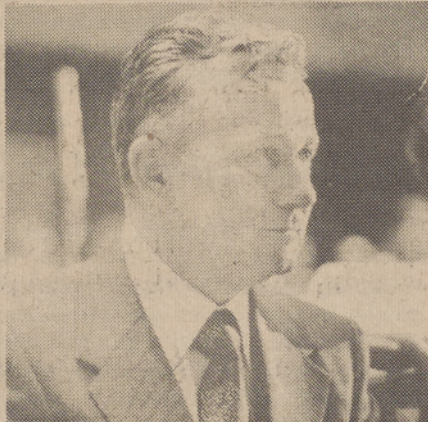
Years ago such charges may have been true. Jobs in government were obtained and kept through pressures and that's exactly why civil service protections were adopted: they prevent government employees from being dismissed, just because of the whim of a supervisor or other state official.

But these charges are no longer true. There are some lazy and inefficient state employees, just as there are some lazy and inefficient employees in any business or industry. If you have a bad experience with one state employee, don't let that color your feelings about all state employees.

In recent years, I've encountered state employees as a private citizen, a union official, and now as a state legislator. I've found that by and large, they are hard working, competent men and women. Sometimes they may

become a bit bitter, because of the treatment they get from state officials or the public, but that hasn't prevented them from performing their jobs in a conscientious and dedicated manner.

So, on Thursday, the governor's office and the OSEA recognized the contributions that our state employees make when they reached agreement on this comprehensive package of benefits. It was a great day for Oregon's state employees and they deserve it.



SEN. KEITH BURBIDGE
(D-Salem)