

OSEA Measure Directing Review Of Job Classifications Approved

An OSEA written measure directing the Personnel Division to review the state's job classifications, qualifications requirements and tests and revise any which perpetuate arbitrary barriers to fair and equal employment has been passed by the House of Representatives.

The measure—HJR 31—has been before the House State and Federal Affairs Committee. Rep. Walter AuCoin (D-Forest Grove), chairman of that committee, carried it on the House floor.

"My interest in the state's job classification system dates back to the 1971 legislative session, when in a hearing before the Financial Affairs subcommittee I heard testimony that the state still maintains a 1946 job description in the laborer classification which calls for an employe to drive a team of horses pulling a mower, and shovel hog fuel," he said.

"Testimony before the State and Federal Affairs Committee indicates that obsolete class specifications such as this are not a rarity," AuCoin told the House of Representatives.

"There are approximately 1,138 job classifications in the state service. Of these, 69.7 per cent have class specifications more than five

years old. Several have not been revised for more than 25 years."

AuCoin said testimony given to the committee indicates that some job classifications in state government perpetuate unlawful discrimination on the basis of sex.

"The main case in point involves male custodial workers and female domestic workers in higher education institutions doing the same work under different classifications, with the men receiving over \$100 a month more than their women counterparts," he said.

AuCoin said passage of the measure "would be a legislative directive that we mean business when we say we want the state's job classifications studied and brought up to date."

The measure was adopted by a vote of 47 to 8. Voting no were Reps. Sidney Bazett (R-Grants Pass), Jeffrey Gilmour (D-Jefferson), Leigh Johnson (R-Ashland), Dick Magruder (D-Clatskanie), Brad Morris (R-Medford), Donald Oakes (R-Ironside), Curtis Wolfer (D-Silverton), and Martin Wolfer (D-Salem).

HJR 31 has been sent to the Senate where it has been assigned to the Consumer and Business Affairs Committee. Sen. Betty Roberts (D-Portland) heads that committee.

The measure is the first of OSEA's bills to be passed by either house of the 1973 legislature.

OSEA Appeals 7 Reclass Denials

OSEA has appealed to the Public Employee Relations Board requests for reclassification from seven higher education employes who have been turned down by the Personnel Division.

Four of the employes—all females—work at Oregon State University in Corvallis. All are domestic workers requesting reclassification to bakers.

Two of the employes—both females—are employed at Oregon Technical Institute in Klamath Falls. They are classified as domestic workers and seek reclassification to cooks.

The other employe—a male—works at Southern Oregon College in Ashland. He has requested reclassification from stores clerk to storekeeper.

All seven employes should be reclassified because their present classification is not based on the duties, authority and responsibilities of their jobs, according to OSEA staff attorney John S. Irvin who filed the appeals with the PERB.

In addition, Irvin said, the fact that the four OSU employes are classified as domestic workers and the Personnel Division's refusal to reclassify them as bakers "constitutes and perpetuates discrimination against them on the basis of sex."

He said their present classification and the refusal to reclassify them "results in and perpetuates unequal pay for equal work."

OSU Poll Returned In Large Numbers

Completed collective bargaining questionnaires mailed recently to members of the Oregon State University bargaining unit are being returned to headquarters in large numbers.

It was prepared by OSEA's Unit Representation Committee at the school. The committee will use the results, now being tabulated, in preparation of a new collective bargaining contract for OSU.

"We used the questionnaire for two primary reasons," according to Kenneth Stueve, chairman of the committee. "First, it is a direct and efficient method of contacting every member of the bargaining unit to ask him or her to participate in the process of drafting the contract."

"Second, it adds validity to OSEA's contract proposals at the bargaining table and stops such questions as: 'How do we know employes really want what you're asking?'"

The questionnaire is 5½ pages long and asks employes to answer 28 questions covering a wide range of employment relations matters. One question asks, "If an employe is required to work at least two hours beyond an eight hour shift, should he receive a meal allowance regardless of his work location?"

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