

Agency Must Do More to Achieve Equal Opportunity, Report Says

It is the Employment Division's policy to offer its female employes equal employment and promotional opportunities, but more needs to be done by the agency before that policy is made fully operational.

That summarizes a report issued by a Joint Study Committee composed of employe and management representatives. It was established under terms of OSEA's contract with the Employment Division to study and report on "employment and promotional opportunities for women" within the agency. The study took nearly a year to complete.

"In general," the report notes, "Employment Division employes are satisfied with their jobs."

The agency is aware of the laws designed to foster equal employment and affirmative action requirements for promotional opportunities for female employes. It requests and expects compliance at all levels of supervision with the spirit and intent of such laws, the report says.

Despite that, however, the report says some managers and supervisors "often have a substantial amount of personal bias toward females which works to the disadvantage of female employes."

The committee found that approximately 50 per cent of the agency's employes are female. "However, a very high percentage of employes at the lower salary levels are females while a very large percentage at the executive or managerial levels are males," the report notes.

"Specific and in-depth training programs regarding equal employment and promotional opportunities for women are needed at all levels and for all categories of employes of the agency," the report says.

It points out that positive and specific plans and programs of an affirmative action nature "properly monitored to insure progress toward stated goals" are considered mandatory if the overall status of female employes is to be improved.

The report notes that the Employment Division has established specific goals and objectives for providing equal employment and promotional opportunities for female employes in its Plan of Service for 1974. The agency implemented its affirmative action plan on July 1.

Division promotional policies and procedures are not well understood by all employes. That, according to the report, apparently has contributed to some employe dissatisfaction.

"Although efforts have been made to develop career ladders for bringing disadvantaged and minority employes into the agency, there is not a sufficient amount of emphasis being placed on similar needs for female employes, particularly those in clerical positions," the report says.

"There is high agreement among agency personnel that career ladders be developed for clerical employes with credit toward promotion being given for 'professional' duties performed while in clerical positions."

The report contains 3 1/2 pages of recommended actions that the Employment Division should take to insure equal employment and promotional opportunities for its female employes.

Ross Morgan, administrator of the agency, has implemented some of the recommendations and taken others "under consideration."

"I regret that I have not been able to study your report in great detail," Morgan said in a letter to the committee, "but I feel that many of the recommendations which were made as a result of the study are not supported by the findings. In some cases, they were predetermined prior to conduct of the study."

Before implementing other recommendations, Morgan said he wants to study and discuss them with his supervisory staff.

Employe representatives of the committee were Susan Redmond, Portland; Justine Beck, Salem; and Rose Jones, Eugene. Agency representatives included Hugh Wade, personnel; Jan Wylie, placement technician; and George Whitney, equal employment opportunity.

Golf Tournament Entries Due Soon

OSEA members have less than three weeks left in which to enter the Association's tenth annual golf tournament.

It will be held Saturday, August 18, at the Santiam Golf Club near Stayton.

Entry fee for this year's tournament has been raised from \$6.00 to \$7.00 because of an increase in green fees. Of the \$7.00 entry fee, \$4.50 will be used to pay green fees and \$2.50 will go toward the cost of lunch and prizes. The entry fee for members of Santiam Golf Club is \$2.50.

The tournament will begin at 6:30 a.m. Four-somes will start from the first and tenth tees.

Players will be divided into six flights, according to their gross score. Prizes will be awarded to the winners and runners-up in each flight.

Members who want to enter the tournament should complete the following entry form and mail it to headquarters along with their entry fee:

—Clip and Mail—

ENTRY FORM

August 18, 1973—SANTIAM GOLF CLUB
Stayton, Oregon

OSEA Golf Tournament
Post Office Box 2307
Salem, Oregon 97308

Please enter my name as a participant in OSEA's tenth annual golf tournament. I understand the tournament will begin at 6:30 a.m., Saturday, August 18, at the Santiam Golf Club. My \$7.00 fee to cover all costs is enclosed. (Entry fee for members of Santiam Golf Club is \$2.50 to cover lunch and prize costs.)

NAME _____

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City _____ OSEA Chapter _____

My average 18-hole score is _____

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Resolutions Due Soon

Members who want to submit a resolution to the 1973 General Council have very little time left in which to do so. The deadline is August 3.

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Former OSEA Officers Take Marriage Vows

Chalmers L. Jones, a former three-term president of OSEA in 1963, 1964 and 1971, and Virginia Norris, a two-term secretary-treasurer of the Association in 1968 and 1969, were married recently.

Jones is director of the State Office of Economic Opportunity and chairman of the Governor's Manpower Planning Council.

The couple will make their home in Salem.

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