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At Last: Domestic Workers Who Clean Will be Reclassed as Custodial Workers

All domestic worker 1's and 2's who perform cleaning or housekeeping work will be reclassified as custodial workers under terms of a conciliation agreement between the Bureau of Labor and Personnel Division.

The agreement is the first step in several that will be taken to end job discrimination against female domestic workers because of sex.

Two new levels of custodial worker are established by the agreement. Pay range for CW 1 is $388-407-427-445-457-489. The CW 2 pay range is only three steps: $513-536-561.

Primary differences between the two classes is that CW 1's perform manual cleaning tasks while CW 2's use mechanical cleaning equipment and perform minor maintenance repair work.

Under terms of the agreement, an individual task analysis will be made of the work performed by all domestic and custodial workers. Each analysis will be done jointly by employes and their supervisors.

Result of the task analysis will determine whether an employe is reclassified as custodial worker 1 or 2. In a letter sent to all domestic workers, OSEA urged employes not to sign the analysis unless they agree with it. Those unsigned will be sent to the Personnel Division for further review.

All DW 1's and 2's who are reclassified as CW 1 will be placed in the salary range for that class at the step necessaryto guarantee no loss of pay. All who are reclassified as CW 2 will be placed in the pay range for that class "at the experience step equivalent to the length of time that worker has been performing custodial worker tasks," according to the agreement.

The conciliation agreement was brought about because of several complaints filed by domestic workers with the Civil Rights Division of the Bureau of Labor. Some of those complaints were turned over to the division by OSEA over two years ago.

The complaints involved female employes classified as domestic workers who were performing the same duties as male employes classified as custodial workers, but who were paid up to $125 a month less.

Domestic workers who perform food service tasks will be reclassified into the new food service worker series established earlier by agreement between OSEA and the Personnel Division.

That new classification contains two levels. Pay range for FSW 1 is $372-388-407-427-445-467. The salary range for FSW 2 is $445-467-489-513-536-561.

Pay Plan Minus On-Call Footnote

A copy of the pay plan for Oregon's classified employes was contained in last month's issue of The OSEA News. Unfortunately, a portion of the plan's footnotes dealing with on-call pay was inadvertently left out.

Employes eligible for on-call pay shall receive up to one hour's pay based on their regular rate for each shift of on-call duty, the footnote says. The pay is in addition to any made for actual duty time and is made at the straight time rate.

Only 13 of the state's more than 1,150 classifications are eligible to receive on-call pay. They include inhalation therapist 1 and 2, therapy aide, therapy technician, x-ray technician 1 and 2, laboratory technician 1, 2, 3 and 4, and medical technologist 1, 2 and 3.

Golf Tournament Won by Stoughton

Robert Stoughton, a member of Newport Chapter 11, shot a three over par 75 to win first place in the championship flight of OSEA's tenth annual golf tournament.

Stoughton, who works for the Employment Division in Toledo, had a net score of 73.3

Charles Brown, who is employed by the Department of Agriculture in Portland, was runner-up in the championship bracket with a gross 80 and a net 75.8. He is a member of Grain Division Chapter 62.

Other flight winners and runners-up in order of net scores were:

First flight: Roy Priem, Salem, 78.0; Quentin Isham, Aumsville, 78.7. Second flight: Lloyd Harmon, Salem, 82.4; Darryl Storm, Salem, and Mel Manley, Portland, both 83.8. Third flight: Everett Faw, Salem, 88.4; Jerry Smith, Forest Grove, 89.0. Fourth flight: Dick Bladorn, Salem, 90.2; Dale Leach, Salem, 90.7. Fifth flight: Bob Lafky, Salem, 96.9; Lu Smith, Portland, and Ken Siegner, Portland, both 98.5

A total of 100 OSEA members from throughout the state entered the tournament. It was held August 18 at the Santiam Golf Club near Stayton.

McCall Names McKinley To Retirement Board

Eugene City Manager Hugh McKinley has been appointed by Gov. Tom McCall to a four-year term on the Public Employes' Retirement Board.

He succeeds Robert W. Gormsen of Salem, who has served on the board for the past seven years.

McKinley has been city manager at Eugene since 1960. Prior to that he was city manager at Sutherlin and Grants Pass. He is a former president of the League of Oregon Cities.

Gormsen said service on the retirement board "has been an important part of my life for the last seven years. It has been a great experience to have served on the board during a time of continued high interest in employe benefits."

He said the "record of achievement has been significant and worthwhile," and gave most of the credit for that achievement to OSEA and the other members of the Oregon Public Employes' Retirement Conference.

The retirement board administers retirement, disability and death benefits, and OASI programs for employes of state and local governments.

Value of PERS Accounts Listed

Editor's Note: The following table is published by The OSEA News to help keep Association members informed of the value of their accounts in the Public Employe's Retirement System.

Both the variable annuity portion of the account (which is invested in common stock and short term notes) and the fixed portion of the account (which is invested in long term bonds and mortages) 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
February 1	$95.99	$100.62
March 1	$91.77	$101.24
April 1	$90.47	$101.87
May 1	$85.68	$102.49
June 1	$83.01	$103.11
July 1	$82.45	$103.73
August 1	$88.00	$104.35

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