

UO workers lose jobs; retaliation charged

Three former employees who worked for the University of Oregon have lost their jobs because they filed complaints with the Wage and Hour Division of the U.S. Department of Labor, according to OSEA Employee Representative John M. Schoonover.

"It's one of the most blatant examples of retaliatory action I've ever seen," Schoonover charged.

Valarie J. McIver, Patricia J. Amauba and Cheryl B. Eldridge were employed by the UO Housing Department and all three were members of OSEA's bargaining unit at the Eugene campus.

They were classified as domestic worker 1's. Because of the confusion surrounding the abolishment of that classification, the three women

contacted Schoonover regarding their pay and proper classification.

After investigating the matter, Schoonover felt they should be reclassified as housekeepers. That classification is paid at a higher salary range than DW1.

Schoonover asked the UO personnel office and Personnel Division to reclassify the three women and grant them back pay during the period they were improperly classified. They were reclassified as custodial worker 2's and granted back pay.

However, Schoonover felt that the CW 2 classification was not a proper class for the employees because of their duties. In investigating the matter further, he found that the Housing Department was not keeping proper records for the three women.

When Schoonover informed

the three employees of that discovery, they filed complaints with the Wage and Hour Division of the U.S. Department of Labor charging the UO Housing Department with keeping inadequate time worked records and not paying for standby time and overtime.

"Shortly after the complaints were filed, the Housing Department conducted a reorganization, and in the process all three employees were reorganized out of their jobs," Schoonover said. "It's apparent beyond any doubt that the action was taken against the women in retaliation for filing the complaints."

All three then filed for unemployment compensation benefits. However, the University of Oregon contested the action for two of the three, claiming they had been "offered

suitable employment."

Schoonover appeared at the hearing held by the Employment Division and presented documents that established the fact the jobs offered the two employees by the Housing Department were not "suitable employment."

Both won their cases and were granted unemployment compensation benefits.

Schoonover and the three women are awaiting the outcome of the Department of Labor's investigation of the complaints before taking further action.

Higher Ed Update

PSU, OSU excluded hearings continue

Unit determination hearings at Portland State University and at Oregon State University, Corvallis, have continued without any likelihood of rapid conclusion.

At Portland State the major area of contention is the proposed exclusion of department heads from the bargaining unit. PSU department heads fit the more customary description of "department chairpersons" since they are elected by their departments and have very little independent authority in making appointments, granting tenure and making promotion and salary recommendations. The positions are directly comparable in the method of selection and general responsibilities of department chairmen at the University of Oregon, Eugene, who had not been proposed for exclusion.

Testimony taken so far has included that of President Joseph Blumel and Leon Richelle, vice president for Academic Affairs. The State Board of Higher Education presumably will bring in many deans and cooperative department heads to bolster its case.

Most department heads wish to be included in the bargaining unit, however, and many of the officials have objected to their proposed exclusion.

The hearings at PSU took place Jan. 14 to 16 and will continue Feb. 25 to 27.

At Oregon State, a similar but even more complex situation has developed. Department heads there also have been proposed for exclusion, but they are not elected by department members as at PSU and UO, though informal procedures do exist in some schools. In addition, county chairmen in the Cooperative Extension Service and superintendents in the Agricultural Experiment Stations have also been proposed for exclusion. These positions are similar to, but not identical with, the department head.

Testimony concerning all of these positions has been taken from President Robert MacVicar, Dean David Nicodemus and several administrators in the School of Agriculture. Here, too, the state board probably will bring in many other deans and department heads to support its position, while those department heads opposed to their proposed exclusion will testify on their own behalf.

Hearings were conducted Jan. 21 to 27 and will resume Mar. 16 to 18. There is a good chance that the March dates will enable the parties to conclude the hearings.

EOSC hearing scheduled: Out-of-state tuition waived

One bright spot in the hearings process is taking place at Eastern Oregon State College, LaGrande.

At Eastern Oregon there are none of the troublesome categories which have drawn out hearings elsewhere. EOSC has no department heads, visiting appointments or research assistants or associates. The proposed exclusion list includes only 19 positions, of which there probably will be no contest concerning 14.

With about five positions to be examined, it is possible the hearing may be concluded in a day. As of now, Eastern Oregon is scheduled for three days of hearings, Feb. 4 to 6.

Eastern Oregon has been given some significant financial assistance from the State Board of Higher Education at its Jan. 20 meeting.

At that meeting, the State Board voted to waive out-of-state tuition, so all incoming undergraduates will pay the resident tuition.

This should help increase enrollment and boost the total tuition income.

Board member Louis Perry warned, however, that the Board "would be faced with a harder decision down the road" in regard to EOSC. In addition, tuition at that institution will be held steady, while it is expected to rise about 20 per cent in the rest of the State System of Higher Education in 1976-77.

OSEA effort saves February holidays in Public Welfare Division offices

Because of quick work by Employee Representative Paula Chinn, in response to numerous phone calls to OSEA headquarters, Public Welfare Division (PWD) branch offices will not be open during both holidays in February.

In a phoned order to regional and branch managers, PWD field operations manager Leo Hegstrom said that the offices had to stay open Monday, Feb.

2, Lincoln's birthday, and Monday, Feb. 16, Washington's birthday. Both days are holidays provided for in OSEA's contract with the state.

After word was received in offices around the state, OSEA headquarters staff was besieged with callers wondering why their holidays were arbitrarily being taken away.

Following a phone conversation between Ms.

Chinn, Hegstrom and assistant field operations manager David Davidson, it was agreed that offices will not be open on Feb. 16 and only those offices with welfare checks which still need to be issued will remain open Feb. 2.

In addition, pay at time-and-a-half or compensatory time off at the time-and-a-half rate will be given to those required to work Feb. 2.

OSEA files sex complaint for Law Council employee

OSEA has filed a sex discrimination complaint with the Civil Rights Division of Oregon's Bureau of Labor on behalf of a female employee who works for the Law Enforcement Council in Salem.

The complaint was filed by Employee Representative John M. Schoonover on behalf of Ms. Rose M. Wetmore, who has worked as a research analyst for the agency during the past six and one-half years.

"About two years ago, I qualified through the Personnel

Division as an administrative analyst, which pays five salary ranges higher than my present classification," Ms. Wetmore said in her complaint. "Since that time about five or six opportunities for advancement have occurred. In all instances, the fact that I was fully-qualified for such advancement was ignored."

On numerous occasions she has performed duties above the requirements for a research analyst, she noted.

"During these years I have

seen a vast number of men advanced in salary and position, completely disregarding my qualifications and capabilities," Ms. Wetmore said.

Salary equity sought

OSEA has filed a grievance on behalf of a secretary at the University of Oregon over a pay inequity created by the death of her supervisor.

The grievance was filed by Employee Representative John M. Schoonover on behalf of Judith Kriss, a secretary in the Ethnic Studies Department of the College of Liberal Arts.

It began last August upon the death of Dr. George E. Mills, director of the Ethnic Studies Program, of a sudden heart attack.

Upon his death, Ms. Kriss assumed the day-to-day administrative duties of the department without any additional pay. She is responsible for the department's budget, curriculum, staff relations and supervises a work study student clerk, among other duties.

She still is being paid as a secretary. However, John E. Baldwin, dean of the College of Liberal Arts, has recommended she be granted a one-step merit pay raise of \$29 per month.

Schoonover submitted the grievance directly to Ray Hawk, vice-president of administration and finance, because of the "unique circumstances surrounding the situation."

OSEA PRESENTS:

Spring in Hawaii

April 22-29, 1976
\$384.50 per person

TRIP INCLUDES: round trip group air rate economy class via Pan Am (meals enroute), flower lei greeting, transfers to and from hotel, 7 nights Cinerama Reef Towers, standard room. Deluxe hotel rate available at \$53 additional per person. 7 day outer island hotel and tour extension available at \$225.50 additional per person. Includes air, transfers, hotels, sightseeing. Membership limited to OSEA members and their families.

Sun Princess Alaska Cruise

August 16-23, 1976 (8 days)
\$842 per person

TRIP INCLUDES: outside, twin bedded staterooms on Baja deck, all meals enroute, special events aboard ship. Visit Juneau, Skagway, Glacier Bay, Sitka, Ketchikan. Membership limited to OSEA members and their families.

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