

'Domestic worker' trust fund to be divided

Female custodial employees of 18 state agencies and state college and university campuses will share a trust fund of over \$400,000 as a result of a conciliation agreement between OSEA, the Justice Department and the Commissioner of Labor. This agreement brings to a close a legal hassle which

resulted from a sex discrimination suit brought several years ago by OSEA and female custodial workers in the System of Higher Education who were then classified as "domestic workers." A consent decree reached in 1974 started the trust fund of back wages but they were never

paid because of a pending suit brought by the National League of Cities which, when it was decided by the U.S. Supreme Court a year ago, said that the Fair Labor Standards Act did not apply to states and local governments. However, federal courts have since decided that the equal pay for equal work

provisions still apply. That seemed to free up the trust money until the Oregon Justice Department decided to appeal the decision. In the new conciliation agreement, the state agrees to drop its appeal of the federal case.

The new conciliation agreement does several other things. It disposes of any or all of the equal pay for equal work cases which arose out of the original suit. (The domestic worker classification has been eliminated; this is for back pay.)

In addition, 10 people were left off the original consent decree; this agreement includes them.

The new agreement gives the labor commissioner \$57,000 to

disperse in an effort to equalize all payments. The original agreement had specific dollar amounts next to an individual's name. The rule used in the first agreement was to pay each employe a certain percentage of two years' pay. The commissioner will use the \$57,000 to see that everyone covered receives that same percentage of two years' pay.

Also, the new conciliation agreement covers the whole period from Aug. 22, 1969, to Aug. 1, 1974.

Those covered by the agreement include employes who were domestic workers 1 and 2, custodial workers 1 and 2 and related classes.

It is expected that all will be paid by Oct. 31.

Committee rosters

This is a roster of appointments made at the Oct. 8 Board meeting to OSEA committees:

Executive Committee

Marie Grant, chairman; Jon Lucke, Fred Tolleson, Martha Brown, Dale Meyers and G. Louis Roberts.

STANDING COMMITTEES

Employe Benefits

Mary Laski, chairman; Dick Downs, June Blakley, Marie Maynard, Phil Deas, Melvin Jones, Hazel Brown and Mary Foster, advisory member.

Employe Representation

David George, chairman; Pat Frahler, Robert Gourley, Richard O. Young, Bill Thompson, Donna Bowers, James Wilson and Alleta Hill and Gary Lorenz, advisory members, and Lynn Della, recording secretary.

Association Operations

Fred Tolleson, chairman; Jon Lucke, Sherry Carranza, Ken Stueve and Sandi Hadley and Pat Daniel, advisory member, and LeAnn Gilmer, recording secretary.

Membership Relations

Sandi Adams, chairman; Eva Barnes,

Marge Berninghausen, Tom Wells, Victor Soto, Harry Marshall and Mildred Peterson and Peggy Cain, advisory members.

SPECIAL STANDING COMMITTEES

Academic and Unclassified

Frank Adams, chairman; and Robert Longanecker and Pat Wells and G. Jeannette Masilionis, advisory members.

Affirmative Action

Glenette Olvera, chairman; Raymond Barber, James Kelly, Sarah Creighton-Hargrove, Patricia Brewington and Bill Kerlee.

Building Feasibility Study

Fred Tolleson, chairman; Wally Schmidt, Gary Strausbaugh, Earl Kleen, Ron Forest and Arnold Goldberg.

Staff Screening

Marc Feldsman, chairman; Earl Beier, Russ Heinemann and Bill Bradshaw.

Trust Fund Study

Morton Shapiro, Bill Wyatt and Phil Deas.

Other committees will be listed as their rosters are completed.

5 number grades in new contract

The new state central agreement calls for five number grades to be used on employes' annual performance appraisals; the old contract had four letter grades.

This issue of The OSEA News, and no doubt some in the future, contains stories of some grievances which were begun under the old contract and completed under the new. In cases where the grievance calls for the improvement of a merit evaluation grade, you will find in some instances that the grade has gone from a "C" to a "2". What do these mean?

Under the old contract, you will recall, an employe who received a grade of "A" or "B" had performance "deemed satisfactory" in that the employe "meets or exceeds all major requirements." These employes were entitled to a merit increase. Those with a "C" grade receive a pay increase "unless his / her needed improvements are major in nature when related to the work plan and / or position description." Those with a "D" grade received no merit increase.

Under the current contract, the same sort of thinking prevails except that there are five grades and they are numbers (1, 2, 3, 4 and 5). Merit increases will be given for grades 1, 2 and 3. Those with grade 4 will receive an increase unless the needed improvements are major in nature, while those with a grade of 5 will receive no increase.

Of course, merit ratings still may be grieved and they still must be based on a position description and a mutually agreed to work plan.

Unsatisfactory grade improved on appraisal

An unsatisfactory performance appraisal done on Debra Brown, a food service worker at Oregon State Hospital, was improved with a satisfactory grade because of a grievance filed on her behalf by OSEA Employee Representative Ken Allen.

The grade was changed because Brown didn't have a work plan covering the period of the performance appraisal.

baby sitting guide

this page touches on only a few of the many important matters that a person has to know if he wants to take good care of children.

at the start of any baby sitting job, always ask the following information:

1. place, address and telephone number where parents can be reached.
2. location of the nearest fire alarm box.
3. names and ages of the children you are watching.
4. special instructions for the care of the children.

in case of emergencies:

1. telephone number of fire department _____
2. telephone number of police _____
3. name and number of family doctor _____
4. name and number of close neighbor _____

5. name and address and telephone number of close relative _____

6. our house address _____

The undersigned parents or guardians of:

authorize needed emergency and urgent health care to the aforesaid children:
 signed: _____



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