

Webb: union rep

It's primarily the peace and quiet that has brought OSEA Employee Representative Gordon Webb to the "Hot Spot," one of three favorite bow hunting locations (the "Plum Tree" and "Mansion" are the other two).

Gordon started hunting with a bow about five years ago. He hunts both for the meat and the sport and he hunts with a bow and arrows because "Not everybody can take a bow and arrow and stick a deer." Also, since the bow hunting season brackets the rifle season and the numerous rifle hunters are not permitted during the bow season "I'm not worried about someone killing me."

Bow hunting, as practiced by Gordon, is a sport for the patient individual. But Gordon and his buddies have built some creature comforts into the perches at their three hunting spots. Since this kind of hunting calls for absolute quiet, no movement and continued observation of your assigned area of the field, the hunters have built cushioned "park benches" in the treehouse-like hunting platforms.

"If you don't have patience, you can't do the work I do. It takes patience on my part, it takes patience on the employee's part. It takes patience to get the justification and the evidence to support the grievance."

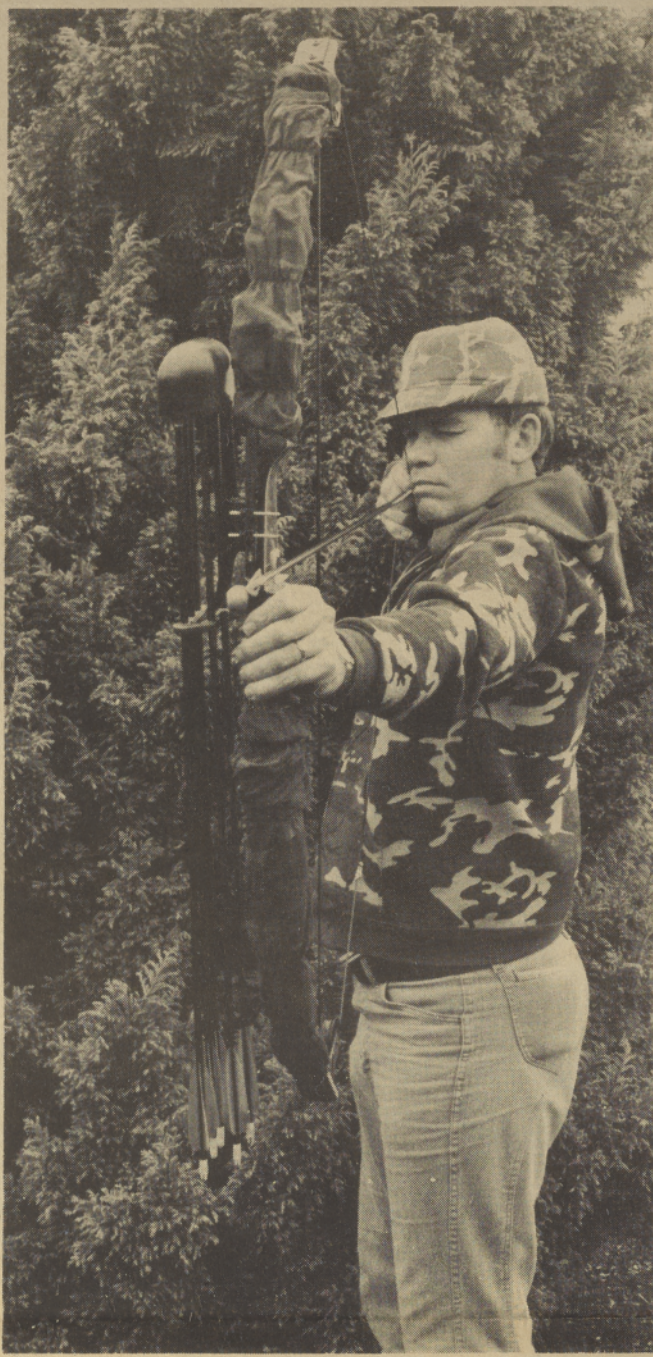
Gordon hasn't hunted with a rifle since he started with a bow. "I always get my deer with the bow," he says. "People laugh when I say this, but I can smell a deer. I go by the smell and the blue jays, which hate deer, to tell when a deer is around."

Gordon now hunts with a new compound bow, a gift of Jacki, his wife of 15 years. This type of bow shoots the arrow with 90 pounds of pressure but only requires 45 pounds of pull to hold it fully cocked.

Bow hunting is only one way Gordon occupies himself when away from the job. In its season, he also can be found fishing, umpiring baseball or adding rooms to his home in the Keizer area north of Salem.

"In the private sector when you've got a piece of machinery that's beating you to death, the supervisor will fix it right now. But when he comes up to you and says the guy relieving you will be an hour late, you don't mind it. He helps you out and you'll help him out. You resolve a grievance so both parties can live with it. Collective bargaining is not a club. (Public sector) management thinks it's a weapon and it's not that at all."

Children fill a large part of Gordon's life, especially Rocky, his 14-year old son. This next season Rocky will learn whether he has the patience and sense of responsibility to go bow hunting with his dad and others. Already, however, he is devoting into a baseball player which his father describes as no less than "excellent."



GORDON WEBB: SPORTSMAN

But as a lefty, Rocky can expect some difficulty as a catcher.

Gordon, a certified umpire, has been calling strikes and balls for several years in all divisions of amateur youth baseball in the Salem area. On occasion, he has even officiated at one of Rocky's games both calling him out on strikes and deciding against his boy on a close tag on home plate.

Umpiring can be a little painful even when your son is not involved, Gordon explains. "Some of the little kids who are growing slower than the others close their eyes at bat because they are scared of the ball, they swing, and miss everytime and after I call them out they are on the bench crying."

"Unite -- That's what OSEA members need to learn. If a guy works in Highway and has a problem, the guys in AFS, CSD and Employment sure as heck have got the same problem. When I first started working (in southern Oregon), the guy in AFS didn't care about the guy in Employment. In District Three, it's not that way anymore. I tell them 'You've changed some but you've got a lot more changing to do. You're a labor organization. You're not asking for more than you're entitled to. You're equal.'"

Gordon also has a lot of fish stories, stories about catching striped bass in the Colorado River that took an hour to land, a landing which left him sore-armed and spent.

One of his chief pleasures, however, seems to come from children. In his family now is a six-year-old foster daughter named Phebi, whom he and Jacki are trying to adopt. In the past eight years there have

been a total of 13 foster children in the Webb family. There were three in the household at one time.

"I like the kind of work I do, working for the underdog. Always the underdog."

There's a story going around of a time when Gordon's ideas about individualism may have backfired on him: On one of those bass fishing trips along the Colorado, Rocky, who's no small 14-year-old, hooked a bass that had him running and stumbling along the banks of the river. "Help me reel it in," Rocky yelled. "You caught it, you land it," his dad yelled back. The boy did. Later in the year during the hunting season Gordon bagged a huge buck. "Rocky, help me get this animal out," he said. "You shot it, you drag it out," Rocky said. He did.



Fine dining

the
Loft
RESTAURANT

530 CENTER STREET N.E.
SALEM, OREGON 97301

Several classes get new specs

Work on several new and existing classifications has been completed. Here, from OSEA Personnel and Classification Analyst Eleanor Meyers, are the changes in the class specifications and pay.

In the Employment Division, new Job Services Representative, Employment Specialist and Employment Adjudicator class specifications are final and salary negotiations have been ratified by the members.

Effective Dec. 1, 1977, Job Service Representatives (replaces Employment Services Interviewer Aides and Manpower Specialists 1s and 2s) will be slotted at salary range 16e, nine steps from \$809 to \$1190.

Employment Specialists (replaces Manpower Specialists 3s) are at salary range 18, \$1027 to \$1314.

Employment Adjudicator (replaces Manpower Specialists 3s) are at salary range 18.

The Legislative Emergency Board postponed action from its January agenda to its February agenda.

Because the new classes have a retroactive effective date, the Employment Division has been instructed by the Executive Department Personnel Division to freeze or cancel promotions, reclasses etc. under the existing classes after Dec. 1. OSEA Employee Representative Gordon Webb and Meyers are negotiating a resolution to grievances against this "interim" action.

Group Life Supervisors -- Negotiations are complete and ratified for this classification. New classification specifications changed the title of these classes to Group Life Coordinators. Cottage managers were designated Group Life Coordinators 4s at

the same salary range (SR 16). Assistant cottage managers will be Group Life Coordinator 3s, creating a new class at salary range 15. The effective date, after legislative approval, will be Jan. 1, 1978. The Emergency Board will consider this matter in April.

Watermasters -- A new class has been created and negotiations are complete. Members have ratified an agreement that will be effective April 1, 1978. Positions and incumbents now classified as Civil Engineers 1 and 2, who are assigned duties of "watermaster" will be allocated to the class of Watermaster at salary range 24e (\$1367 to \$1830). The Emergency Board must approve these changes in April before implementation.

Weighmasters -- The class specification changes requested by OSEA to add new duties required by the legislature are being considered by the Personnel Division. We cannot get a promised date of completion, but hopefully it will be complete much sooner than the six to nine months indicated earlier. The changes will require new salary negotiations.

Psychiatric Security Aides -- At the request of the Emergency Board last fall, Personnel Division has made a special study of the Psychiatric Security Aide position allocation needs in conjunction with current program changes in the institutions. OSEA will be asked to meet and confer with the Personnel Division on the conclusions of that study within the next two weeks. OSEA Employee Representative Ken Allen and Meyers will consult with members regarding problems which need your advice and assistance.

Europe '78 Charters

Round trip flights non-stop from Seattle
All wide-bodied DC-10 jets

Frankfurt	\$419
London	\$449
Amsterdam	\$449

Flights via Martinair and World Airways
(a U.S. certificated supplemental air carrier).

FOR COMPLETE INFORMATION SEE



RAINES
GLOBE TRAVEL

129 COMMERCIAL N.E.
SALEM, OREGON 97301

