



RALPH BOARDROW

Park manager has myriad tasks

SWEET HOME -- Albany Chapter 7 President Ralph Boardrow cut short a talk with some visitors to jumpstart a car at Cascadia State Park where he is the manager.

That's just one of the odd, and not so odd, jobs he performs daily at the 360-acre park a few miles east of here. The 26 camp sites at the park generally are filled in the summer months, particularly on weekends, and there are picnic tables enough for some 1,500 day visitors.

Soon, however, work will begin in the park to build a quarter mile trail to a falls of the South Santiam River which flows through the park. The trail building project, while it will add appreciably to Boardrow's work, is not likely to bring with it any more workers, he recently told OSEA Employee

Representative Gordon Webb. For that reason and others, it will take six months to a year to build, he said. Presently, Boardrow's crew consists of one CETA employee. Boardrow, a park manager 1, is entitled to have a park aide help him with his work. That position has been unfilled for some time.

Maintenance and dealing with the public appear to be Boardrow's biggest on-going tasks -- needless to say, the two are linked. Recently, he had several physically handicapped individuals visit the park to look at the accommodations for handicapped persons.

Right now he is getting ready for the organized groups coming during the latter part of the summer; August is filled up and July is filling fast.

Court's Bakke decision modifies what affirmative action can do

WASHINGTON, D.C., (AGE) -- Supreme Court of the United States, in its anxiously awaited decision in the Bakke reverse discrimination case, found University of California at Davis Medical School's "two-track" admissions program -- a program which reserved 16 of 100 admission places for minorities -- to be unlawful discrimination and ordered Allan Bakke admitted to the school. Six opinions totaled 154 pages in the decision.

The Court also held that race can be used as a valid criterion in admissions policy, thus providing a legal basis for most affirmative action programs. By approving a "thumb on the scales" but denying the use of "two separate scales," the Court avoided extreme reverse discrimination without ending affirmative action programs.

Justice Lewis Powell announced the judgment of the Court that Bakke must be admitted, but also that race could be considered in admissions policy.

Four justices joined in an opinion concurring with the admission of Bakke on the grounds that the "system" clearly discriminated against Bakke and was in violation of the Civil Rights Act of 1964, but they limited their opinions to this point.

Four other justices dissented on the admission of Bakke but

concurred with Powell that race could be considered. Thus both aspects of the ruling were approved 5 to 4 and became the judgment of the Court.

Justice Powell stated in part, "The fatal flaw in petitioner's preferential program is its disregard of individual rights as guaranteed by the 14th Amendment." But in overruling the lower court, which held that race could never be considered, he said, "The state has a substantial interest that legitimately may be served by a properly devised admissions program involving the com-

petitive consideration of race and ethnic origin."

Robert J. McIntosh, counsel on national affairs for Assembly of Governmental Employees, said that review of the opinion indicates that there is a five-justice majority which would "uphold most affirmative action programs," as presently constituted, and there also is a five-justice majority which would "disapprove of quotas based solely on race or ethnic origin" without proof of prior unlawful discriminatory actions by the party involved.

Performance evaluation grieved, scores raised

WOODBURN -- A performance evaluation of an employee at MacLaren School which was not administered in accordance with either the central agreement nor the personnel rules has been raised.

Ardel Hoskins, an activities supervisor at the school, received a 4 on his annual performance appraisal even though he had not had a special performance work plan nor had any of his work plan reviews indicated inadequate per-

formance. Hoskins is assigned daily duties which conflict with his position's description.

The grievance was resolved when Hoskins' performance evaluation was raised from a 4 to a 3. However, management's first response to the grievance was merely to change the notations on the original forms. OSEA Employee Representative Ken Allen insisted that management prepare a new performance evaluation and destroy the old one.

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