



## You, the member, must decide if the wage package is adequate

It is time to make up your mind about what you will accept in your contract.

In the last three months I have been to many different parts of the state and met with people in their workplaces about what they want in their contract. It's nice to know the union is alive and well where it counts the most—in the office and in the shop. But I am concerned that members have not given much thought to what would be an acceptable economic package.

In all my meetings with people, I have asked two questions: what do you want for a pay increase and, then, what will you settle for? Every group has answered the first question by telling me how expensive things are and what the cost of living is. They answer the second question by asking me how much can we get.

I like the first answer. I don't like the second.

In this bargaining year, each of you will have to answer the question, "How much will I settle for?" We watched the Gresham teachers strike for over two weeks. Now the McMinnville steel workers are preparing to strike even though almost 50 percent of the total workers are laid off. Other groups have settled for pay increases of less than the cost of living and even less than the national average for contract settlements. This summer you will have to vote to accept the negotiated amount or to reject it. The choice will be yours.

Fifty-one employees—at least one from every agency—will help determine the final contract. Then we will begin a statewide ratification in the offices and in the shops. All over the state it will be decision time. I hope there is much discussion and many people involved. A good contract is one in which we all take part.

I will be traveling around the

state a lot more. You may see me next in your office or at your meeting. When I come I want to hear your opinion and answer your questions. We must begin now to deal with the ultimate question, "How much of a pay increase will I settle for?"

Remember, your increase is based on two ingredients—the skill at the bargaining table and the strength in the work area. Only you can provide the strength in the work area and only you can make the ultimate decision: Is it enough of a raise or will I fight for more?

Thomas Gallagher  
Executive Director



### OFFICERS

PRESIDENT  
DEB BOLTON  
564 45th Place SE  
Salem 97301

VICE PRESIDENT  
D. H. "PETE" PETRY  
1304 3rd St.  
Baker 97814

SECRETARY-TREASURER  
D. JUNE BLAKLEY  
3383 Willamette Dr. N.  
Salem 97303

### DIRECTORS

1. JAN BEALS  
2660 NE Crocus Ct.  
Hillsboro 97123

RICHARD H. WALKER  
3618 N. Montana  
Portland 97227

2. STEVEN GREEN  
6663 Doral Drive SE  
Salem 97302

KELLY CLEMENCE KATHRINER  
472 Chemawa Rd. N.  
Salem 97303

BARBARA PALMER  
670 Chemawa Rd. N.  
Salem 97303

3. RICHARD O. YOUNG  
P.O. Box 3022  
Eugene 97403

LYDDIE BELLE SEDIVY  
31776 Lawrence  
Lebanon 97355

4. TERRI ANDERSON  
542 Morlon St.  
Ashland 97520

RUTH MONTGOMERY  
P.O. Box 213  
Medford 97501

5. PAT PETERSON  
1810 3rd St.  
La Grande 97850

CARA JONES  
315 South Columbia  
Milton Freewater 97862

6. RICHARD W. FRASER  
P.O. Box 504  
Westport 97016

### STAFF

THOMAS J. GALLAGHER  
Executive Director

CHARLENE SHERWOOD  
Counsel to the Board

BROMLEIGH LAMB  
Attorney

F. PETER DE LUCA  
Attorney

ALICE DALE  
Attorney

MARIA KELTNER  
Attorney

CHUCK MENDENHALL  
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Public Relations Director

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