

Job Satisfaction Ideas Discussed

Although the public sector enjoys a higher rate of productivity than the private sector, public workers suffer from lack of job satisfaction, Ford Foundation's Robert Schrank told the sixth annual Public Sector Labor Relations Conference.

"Employees are subject to public hostility, poor job security and low pay," he said. "Like other workers, they are frequently denied sufficient responsibility to make them feel they are an important part of the public service system. This may result in lower productivity."

Schrank said labor organizations and management are beginning to look at joint committees where workers have a say in how their jobs are performed. These committees also devise ways to create a more pleasant work environment.

In discussions following Schrank's presentation, labor and management participants said that such committees are useful only when both sides agree to cooperate fully.

Transfer Requires New Membership

You may not know it, but the State does not automatically transfer your dues deduction if you transfer from one agency to another.

Most OPEU members that have transferred are not aware of this, because the State will rarely mention it.

To maintain your membership status, you must fill out a new membership application and give it to your union steward, business representative or mail it to OPEU headquarters at P.O. Box 12159, Salem, OR 97309.

Women's Conference Announced

Oregon Public Employees Union's First Annual Women's Conference has been scheduled for May 2 at Chemeketa Community College in Salem.

The conference will feature sessions ranging from women in labor history to pay equity to sexual harassment. Over half-a-dozen guest speakers are being brought to the conference.

Pre-registration forms and flyers should be available in your workplace soon. If you cannot find this information, you can contact Jean Moyer at 588-9230 or Eleanor Meyers at 581-1505 or 1-800-452-2146.

Lunches and daycare are being provided at no charge and some districts are helping to defray costs of transportation and/or lodging.

Highlights of the program are:

- Women in labor history, with Mary Jo Wagner of Portland State University as a speaker;

- Pay Equity, with Helen Remick of the University of Washington as a speaker;

- The double day (stress and the working woman) with Jo Maloy, a women's labor specialist from Berkeley, California;
- Sexual harassment, with OPEU staff attorney Alice Dale as a speaker;

- Assertiveness training, with Sue Christian, a Portland, Oregon employment consultant as a speaker;

- Women and credit;
- A panel discussion on a woman's place in her union;

- The movie "Union Maids;" and
- A social hour to end the day.

The conference is being sponsored by OPEU, the University of Oregon Labor Education Research Center and the OPEU Clerical Committee.

Network Begins Information Flow

Information packets on how to organize workshops in clerical areas are being sent to contact persons of the newly-established statewide network of clerical employees.

The information is designed to help employees identify problem areas in the workplace and then show them how to set up programs that will help employees find possible solutions.

This program is part of the initial work that OPEU's Clerical Committee is doing to promote better working conditions and wages for clerical related employees.

If you are interested in being a network contact person, call Karen Noonan at 378-3361 (Salem) during work days, or 792-3476 after 7 p.m. Or, contact Eleanor Meyers at OPEU headquarters at 1-800-452-2146.

Job Safety Workshops Planned

Workshops on job safety and health will be held in Portland on April 4 and in Salem on April 2 and 16.

The Portland workshop, which is being conducted by John Lund from the Pacific Northwest Labor College, will focus on everything a union safety representative should know.

The program will include information on OSHA safety and health standards, how to recognize safety problems, how to handle complaints from workers and when to file formal complaints. In addition, special time will be set aside to deal with specific problems facing workers in trades and clerical positions.

The program will begin at 8:30 a.m. in the District 1 office at 2300 S.W.

Sixth Avenue.

Presentations at the April 2 program in Salem will include an overview of occupational injuries and illnesses, worker and union rights under OSHA and Oregon Accident Prevention Division regulations and an introduction to hazard recognition.

The April 16 session in Salem will include three workshops on specific hazards found in office and clerical positions, service and maintenance work, and at institutions.

Both Salem sessions will begin at 7 p.m. in OPEU headquarters at 1127-25th, S.E. Both sessions are being presented by the University of Oregon's Labor Education and Research Center and OPEU.

SEIU Starts Clerical Drive

The Service Employees International Union (SEIU) and the organization, Working Women, have begun a campaign to organize over 20-million office and clerical workers who don't belong to a union.

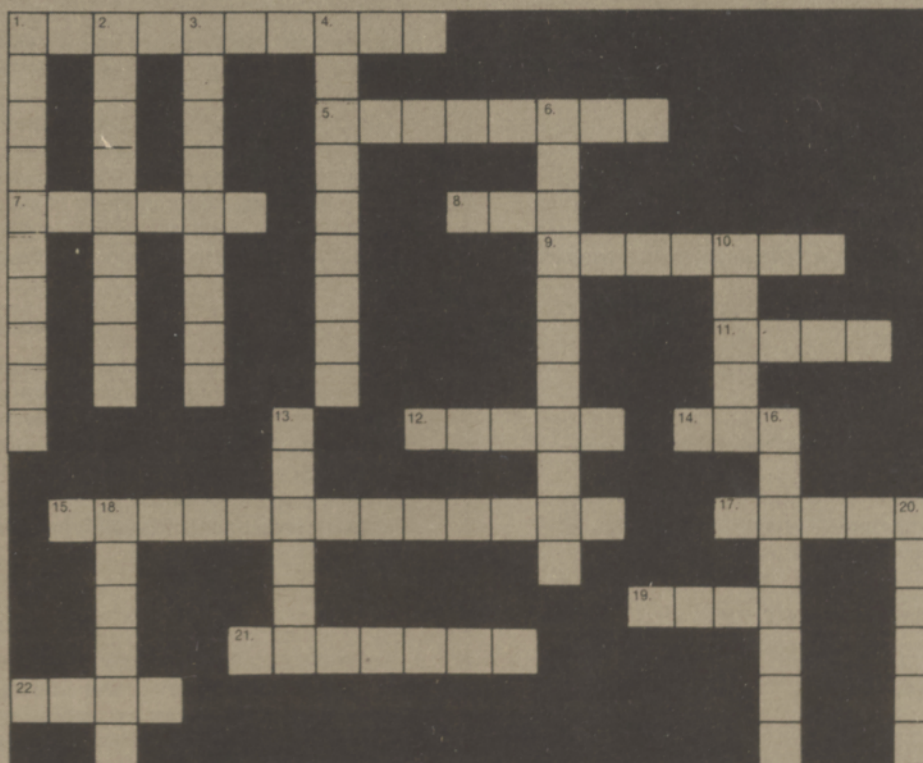
"This is one of the largest and fastest-growing segments of the work force," said SEIU president John Sweeney. "Lacking union representation, office workers are among the most underpaid and abused members of the work force."

Sweeney said he didn't foresee any jurisdictional disputes, with other unions, arising from the new organizing campaign. "There's plenty of people out there (to sign up)," he said. "We're not getting into this program to get into conflicts. We're out to organize."

Across

- Group excluded from collective bargaining; the boss.
- Binding statement of your rights regarding pay and working conditions.
- What employees do to approve a settlement reached in negotiations.
- State board which oversees collective bargaining.
- Deadlock in negotiations.
- Initials of this union's new name.
- Civil service employees are grouped into five bargaining _____.
- Association representing electrical engineers.
- Employees sign _____ cards to qualify union for a place on representation election ballot.
- Initials of Oregon collective bargaining act covering public employees.
- Collective bargaining replaces the old _____ and confer system.
- To help opposing parties reach agreement after impasse (verb).

Collective Bargaining Crossword Puzzle



Answers will appear in your next Negotiation News. Look for it in your workplace. If you do not find it in your workplace, ask your bargaining contact person or your union steward.

- Oregon Public Employees Union is local 503 of _____.

Down

- Signed document outlining areas of understanding.
- What labor and management do to reach agreement.
- The bargaining law requires both parties to negotiate in _____ (two words).
- In bargaining elections, employees choose an _____ representative.
- The process for having a deadlock settled by a final and binding decision made by a neutral third party.
- Negotiation limits; as the _____ of bargaining.
- Employees' ultimate weapon against management.
- Process of choosing a collective bargaining representative.
- If management breaks the rules, the union can file an _____ labor practice charge.
- Initials of world's largest labor organization (Oregon Public Employees Union is affiliated).