

Union Wages Are Higher



Wages for union workers are higher than those for non-union employees, especially in times of inflation, according to figures released by the Labor Department.

In 1980, wages of unionized employees rose 10.9 percent, while wages for non-union workers in similar positions rose only 8.0 percent. This disparity in wage increases has grown steadily since 1975, when, according to the AFL-CIO, increases for union and non-union employees was virtually the same.

The new Labor Department figures also support a trend that drew attention in 1979, when the Labor Department released figures showing that unionized workers' wages average \$41 per week more than non-union employees.

Are Women Stereotypes Really Fading?

Stereotypes of female employees seem to be fading among male managers, according to a survey conducted by the University of Wisconsin. However, survey results show some ambiguity between what male managers say and how they actually feel.

In surveying over 8,000 male managers, the University of Wisconsin's Alma Baron found that 85 percent do not feel that women lack technical knowledge and cannot understand technical matters. In addition, Baron found that approximately 60 percent of those questioned do not accept the notion that

women are reluctant to take job-related risks.

However, Baron said that nearly 50 percent of the respondents to her survey are reluctant to work for a female. Slightly more than half of those surveyed said that women are not as career-oriented as men, but 56 percent said they feel threatened that women will be promoted faster than they will be.

Nearly 90 percent of those responding to the survey rejected the notion that women move up the corporate ladder through sexual favors.

Something for Clericals to Shout About?



A nationwide management firm is pointing to its survey of over 600 firms to show that clerical workers are making more money.

The Administrative Management Society (AMS) said its survey shows that clerical salaries rose 9.5 percent from the first quarter of 1980 to the first quarter of 1981. In dollar figures, monthly clerical salaries surveyed by AMS increased from \$800 before taxes in 1980 to \$876 before taxes in 1981.

The organization found that about one-third of the companies surveyed give 11 paid holidays per year; about the same as 1980. The remaining two-thirds all give less than 11 paid holidays, according to AMS.

Federal Grant Pays for Anti-strike Book

Costs of publishing a strike manual that will be used against Missouri public workers and their unions is being picked up by the federal government.

The federal Office of Personnel Management has granted the Missouri Municipal League a \$4,250 grant to publish the manual. The manual is being developed to allow state municipalities to effectively deal with a public employee work stoppage, according to documents filed with the Missouri group's grant

application.

The funds were provided through the Intergovernmental Personnel Act (IPA), which provides funds to state and local governments for management training. Unions are barred from receiving IPA grants.

The Reagan Administration is proposing to cut all IPA funds.

The Missouri group's proposed manual would be similar to one produced in 1977 with IPA funds by the California Municipal League.

SEIU to Merge With Retail Union

A merger by the Service Employees International Union (SEIU) and the Retail, Wholesale and Department Store Union (RWDSU), is complete except for resolution of a few issues involving "internal mechanics."

The new union would be the fifth largest in the AFL-CIO.



Plans for the proposed merger were announced in a statement by the executive boards of both unions. However, the merger is still more than a year away and would have to be approved by the membership of both unions.

Under the proposed agreement, the new 910,000 member union would be led by SEIU President John Sweeney; RWDSU President Alvin Heaps would become executive vice-president.

"Most of the issues that remain to be resolved involve internal mechanics of a merged union," an SEIU spokesperson said. "The intent and momentum for a merger are clearly there and a breakdown of merger talks at this point is extremely unlikely."

Pay Equity Upheld by Federal Judge

In a major court victory for comparable worth, a federal judge has upheld the concept that requires pay equity for jobs of comparable skill, education or experience.

The judge ruled that Charley Brothers Co., a wholesale grocery supplier in Pennsylvania, Ohio and West Virginia was guilty of "intentional sex discrimination" in maintaining differential wage rates.

The company segregated men and women into two departments. The men handled canned goods, frozen foods and perishables. The women handled drug and toiletry items, household goods and sundries. The company paid the men at least \$4.80 an hour. It paid its women employees an average of \$3.10 an hour.

When the women brought suit, the judge found that the jobs all require little skill, education or experience. Consequently, he found that "women were assigned lower wages because they were women, and not because of an evaluation of worth of their jobs' content."

Schools Add Parents to Negotiations



School districts have been incorporating parents into all phases of the negotiating process. Some systems, such as Rochester, NY, have parents serving as full members of the negotiating team, attending all bargaining sessions, caucuses, work sessions and impasse procedures.

Management contends that union demands threaten to cut into funds that could be used in other areas of education. The reasoning that follows is that parents will then act as an advocate on the side of management in order to "protect the children's interests," according to some school officials.

Are You Moving Or Changing Agencies?

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Name _____

Old Agency _____

New Agency _____
(if applicable)

New Address _____
(if applicable) street

city zip