

In Brief

NLRB Hits Union Busting Strategy

A recent National Labor Relations Board ruling may set a precedent for attacking the sophisticated psychological tactics used in some union busting campaigns.

Ruling that the tactics employed by General Electric Corp. were part of an illegal strategy to discourage support for the union, the NLRB has thrown out the result of an election at the GE plant in Winchester, Virginia, which the International Union of Electrical Workers lost.

Management strategy to defeat the union included surveillance of union meetings, coercive interrogation of employees, plus more subtle devices such as a survey of employees designed to determine what problems the workers wanted corrected and the establishment of an employee-management "sounding board" to deal with problems unearthed in the survey.

Former OSEA Members Win \$800,000 Suit

A federal court awarded \$800,000 on Sept. 5 to four people who were twice fired as Lincoln County sheriff's deputies by former Sheriff Everett Hockema. The former Oregon State Employees Association (now OPEU) employees contend they were fired for union activity.

Each of the plaintiffs was awarded \$100,000 in compensatory damages and \$100,000 in punitive damages. Hockema and the County are appealing the verdict and the award.

The former deputies—Henry Blum, Barbara Dollowitch, Richard Shawver and Donald Schmidt—sued the County and Hockema,

contending they suffered embarrassment, ridicule and loss of pay as a result of Hockema's actions in 1977 and 1978.

The plaintiffs alleged that Hockema, after having expressed "great displeasure" over the deputies' association recent affiliation with the Oregon State Employees Association and over the union's bargaining proposals, fired them Aug. 9, 1977. They said Hockema gave no written reasons for the firings, but that he later indicated the terminations were "because of the collective bargaining negotiations."

Blum was president of the local chapter of OSEA. The other three served on the OSEA negotiating team.

The Oregon Employment Relations Board subsequently found Hockema and the County guilty of multiple unfair labor practices and ordered the deputies reinstated immediately.

The plaintiffs were rehired on Oct. 12, 1978, but were immediately fired by Hockema, who this time gave each a letter stating several reasons for dismissal, including irresponsibility and dishonesty.

Court Rules Against ATT

An employer's refusal to furnish a union with photocopies of grievance-related materials unlawfully hinders a union's ability to fulfill its duties as bargaining representative, the U.S. Court of Appeals for the First Circuit ruled.

The court found no legal basis for American Telephone and Telegraph's historic refusal to furnish the Communications Workers of America with copies of information needed to process grievances. ATT has insisted the information be copied by hand.

Using Time Clocks Against Unions

A new personnel policy which required unionized clerical and technical employees—but not non-union workers—to punch time clocks, has been ruled discriminatory by an arbitrator. He ordered the time clock rule at Aetna-Standard Engineering Co. in Pennsylvania rescinded, because the

company "has not proved that it has a substantial business justification for the rule."

The arbitrator also noted that the rule is discriminatory because some nonunion employees may consider a time clock "demeaning," and therefore might be discouraged from joining the Steelworkers.

Cities Increase Revenues Through User Fees

In a survey of 594 cities, the congressional Joint Economic Committee found that more and more cities are imposing a user fee for previously free services.

Half the cities surveyed were expecting to be short of money this year, with the likely result of higher taxes, service cutbacks and layoffs. In addition, more than half of the union contracts in big city police, fire and sanitation departments will expire this year.

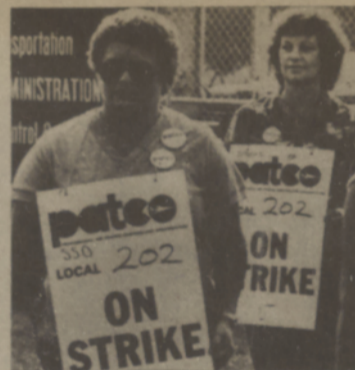
In response, 20 percent of the nation's cities are requiring user fees, particularly in the West and Northeast.

California cities are perhaps the most creative in devising new sources of income. Sports leagues are charged \$1,000 to use playing fields. An ambulance ride costs \$50. A home buyer faces an array of charges that can add an average \$6,000 to the cost of buying a house.

The user fees now pay for fire stations, schools, water, sewer and other services formerly paid from property taxes.

Family Fund Established for PATCO

Strike activity by the nation's air traffic controllers is continuing despite the Reagan administration's claim that PATCO members have been fired and will not be allowed to return to work.



Union members who want to walk picketlines along with PATCO members in Portland and Eugene are always welcome, according to PATCO officials.

In addition, OPEU members can help by contributing to the PATCO Family Fund, which was established by the AFL-CIO. Contributions to the fund can be mailed to 815 Sixteenth St., N.W., Washington, D.C. 20006 or to PATCO's Local 540 office at 915 N.E. Davis, Portland, OR 97332.

A retired couple from Maine were the first to contribute to the PATCO Family Fund.

In a letter accompanying their \$10 contribution, they said they were outraged at the jailing of strikers, the heavy fines levied against the union and by other tactics which they had "associated with totalitarian regimes."

They said they had followed through with letters to Reagan and the Maine congressional delegation protesting the "vindictive punishment of strikers."

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Portland OPEU Office Plans Open House

The Portland branch office of the Oregon Public Employees Union has moved and will hold an open house on Oct. 21 from 5-7 p.m.

The new address is 2154 N.E. Broadway, Suite 204, Portland, OR 97232. The new telephone number is 249-2981.

The branch office was previously at 2300 S.W. Sixth Avenue.