



Morgan Dickerson discusses allegations that the Portland Police Association does not adequately represent Black officers at community forum on police-community relations. (Photo: Richard J. Brown)

Police forum

(Continued from page 1 col. 6)
not effective if it does not address the job. He explained that police bureaus have never adequately defined the police role, but the City-County consolidation study has the best definition he has seen - "preservation of human life".

Regarding recent disclosure of police crime, McCabe said you "never know what people are doing when they are out of sight."

On hiring of Black police officers, Peters said a poll showed that 90 per cent of the officers do not oppose meeting a "quota" of 50 to 60 Black officers. His union opposed the two-list affirmative action hiring system proposed by Commissioner Jordan and adopted by the Civil Service Board. The union won a suit against the system, which is being appealed.

The complaint process and Internal Affairs were discussed, with many citizens complaining about lack of response to complaints. Peters said officers do not trust Internal Affairs and cannot believe that citizen complaints are not investigated.

Bob Lamb noted that while citizens talk about redress, police talk about discipline. Frank Wilson noted that the police want to be judged by their own standards of conduct while they should be judged by community standards.

Regarding the union's efforts on behalf of the two officers fired over the "possum incident", Peters said he believed the discipline was excessive based on past practices of the Bureau.

Additional problems discussed included harassment, hiring policy, minority recruitment, opportunity for citizen input, harassment of offenders and parolees, and police standards.

A second forum will be held on May 2nd, 9:30 a.m., at Bourbon Street (Northeast Weidler and Grand) to discuss complaint procedures and the function of the Internal Affairs department that investigates citizen complaints against police officers.

knowledge of the numbers who enrolled and failed in the training program, Don Uppendahl of PCC said 740 people entered PCC training and 60 percent completed the program.

The PCC training program ran from February 1, 1979 to July 1980 and resulted in the hiring of 422 trainees and 20 instructors by Wacker. The training program was then terminated.

Ron Hamilton, of the personnel department of Wacker, said Wacker hired the 422 persons referred by the City as having passed the final examination with a score of 70 percent or better. He said the company received no additional information on the trainees, no applications and no medical information.

He said there had been no follow-up by the City, to his knowledge, and that the City is not continuing to train. The company requests employees from the City and hires when they are supplied. They also hire "off the street."

Hamilton said the training provided - math, chemistry, electronics - were necessary. He said since the City is not supplying trained employees, the company is hiring and then providing classes in math and chemistry. He said the trainees were very well trained by PCC.

One employee who did not go through CETA training disagreed. "I knocked on the door and asked for a job," he said. He was trained on the job and has had no academic training - neither has he felt the need.

Although the City/Wacker contract required the City to train and provide CETA - eligible persons for replacements and for the first expansion, the training program has been dismantled.

Hamilton considers a reinstatement of City training for the first expansion to be impossible since the equipment has been moved from PCC to the Wacker plant.

In effect, the "first source" agreement has come to an end.

Those trainees contacted by the *Observer* - both current and former employees - were nearly unanimous in their belief that most of the training was unnecessary, that most of those selected are not "hard core unemployed," that the intensive academic training caused many to drop from the program; that far too much money was spent on their training. "It was interesting. I enjoyed the classes, but it was unnecessary," was the summation of one man. "I like the job, but it's routine. I'd call it a manual labor type job." (To be continued)

Interested in current books about Civil Rights? Visit:

JOHN REED BOOKSTORE
In the Dekum Building
519 S.W. 3rd Avenue
Sixth Floor

Or call: 227-2902

of a rod and as the rod is pulled through the chamber, silicon is drawn to it, forming the silicon ingot. Size, shape and purity of the ingot are controlled by regulating the speed and temperature.

Training for these jobs consisted of up to six months of intensive schooling by Portland Community College.

The future workers were trained with a staff of 12 professional instructors and 8 technical assistants. This staff of 20 was hired by PCC, with approval of Wacker, for the duration of the training period and were offered permanent positions at the Wacker plant. Before the training began, the 12 instructors were flown to Germany to learn the crystal making process.

The curriculum was designed by PCC. The City sent a job analyst to the Wacker plant in Germany to observe the work. The eleven jobs were then broken down into their basic components. i.e., turn the dial, read the meter, record the reading, etc.

Using this analysis, PCC developed the curriculum, aided by a consultant and two engineers from the German plant who were located in Portland.

The average trainee had eight weeks of academic training that included mathematics, college level chemistry, electronics and silicon theory. So arduous was this training that 30 percent more trainees were placed in the program than were expected to complete it.

Six to eight weeks of "hands on" training on old Wacker equipment installed in the PCC facility followed. Then, when the plant was ready, trainees trained for another 30 to 60 days in the Wacker plant.

All of the trainees contacted by the *Observer* felt the training was unnecessarily intensive and served to exclude many who could have handled the job. Most feel the jobs are routine and could have been learned in a few days through on the job training - that, in fact, they are training new employees who have not had the PCC training.

The math, chemistry and electronics is of no use on most jobs, they say, but math has some utility for growers and slicers. They state that what they learned has long since been forgotten since it was never used.

Trainees received \$3.10 per hour while in training, with a total of \$1.5 million spent for this purpose. The City paid PCC \$297,000 for training. Support services included medical exams, dental work, safety shoes, transportation, etc. Joe Gonzales, director of Employment and Training for the City, said he does not know the cost for support services since this was paid for out of a Department of Labor grant that was not earmarked for specific expenditures. "We just spent until it was gone," he said.

Gonzales also said there was 10, 30, 60, and 90 days follow-up with the trainees, but had no records available. He was under the impression that people over 40, women and young Blacks were the most reliable workers.

Although Gonzales has no

Wacker: Asset or Liability?

Part III

The City of Portland provided extensive economic assistance to Wacker Siltronic in exchange for an agreement to hire city trained CETA-eligible employees for its Portland plant.

At issue is whether the selection and training program excluded persons who had lower educational status but who could have adequately performed the job.

The City agreed to provide training for eleven jobs:

Silica Grower: seed rod with crystal of silica. Seed rod rotates to crystal cylindrical.

Ingot Processing: Removes silicon dioxide by dunking in acid and rinsing. The ends of the ingot are cut off with a saw.

Ingot Grinder: The outer surface of the ingot is ground to give it a uniform diameter.

Ingot Slicing: The ingot is fastened to a carrier, then is sliced into thin wafers.

Slice Cleaning: The adhesive used in slicing is removed; surface residue is removed.

Lapping and edge rounding: Makes the slice its precise flatness, rounds edges of slice.

Slice Etching: Cleans slice by submerging in hot alkaline solution. One side is polished, the other etched.

Inspection: Measures electrical and dimensional characteristics with instrument.

Slice Mounting: Places slices in mountings to take to polishing, held with wax. Wax solution must be prepared.

Polishing: Polish slice by moving on rotating cloth that is wet with caustic solution. Polisher measures thickness of slices and determines how much to be removed.

Cleaning and Inspection: Cleans slices individually, inspects, places in trays.

According to some employees, most of these jobs are routine and require little knowledge. An example of the most routine type job is "Slice Cleaning." The operator turns on the power and checks the temperature of a tank containing freon. He places trays in a rack, puts the rack in the tank and sets a timer. When the buzzer rings he removes the trays and puts them in a dryer. When they are dry, he removes the trays from the rack and wraps them. He occasionally cleans and refills the tank.

A somewhat more complicated job is "Slice Inspection." The employee places a slice in his machine, between two probes. He first sets the machine by measuring the known thickness of a slice in order to adjust the probes. Then he can measure unknown slices by placing them in the machine and pushing a button.

Growers have the most complicated job, which requires that they adjust speed and temperature to make a proper silicon ingot. Two methods of growing are used, with "Float Zone" having the highest re-vice. Silicon is "grown" in a crucible at high temperature. A "seed" crystal is placed at the end

KIENOW'S COUPON

HAWAIIAN KING'S BREAD

WITH THIS COUPON

SAVE 50¢

99¢

16 OZ. LOAF

PRICE WITHOUT COUPON \$1.49
LIMIT TWO LOAVES PER COUPON - EXPIRES 4-25-81

KIENOW'S COUPON

RED DELICIOUS APPLES

3
\$1.00

POUNDS

K

SHOP KIENOW'S

FOR BRANDS you know VARIETIES you like SIZES you want

The Friendliest Stores in Town Since 1908

- 6411 S.E. Milwaukie
- 35th & East Burnside
- 122nd & N.E. Glisan
- N. Lombard @ Gravelly
- Raleigh Hills Plaza
- 182nd at S.E. Division
- Oak Grove
- 14th & S.E. Morrison
- 33rd & N.E. Hancock
- 39th & S.E. Division
- 23rd & West Burnside
- Lake Oswego 90 & A
- King City

MEMBER OF UNITED CO-OPERS

Of the 22 million Americans who traveled abroad in 1979, over ten million visited Canada. The next most popular country was Mexico, with about four million U.S. visitors in 1979.

The House Of
EXODUS
Alcoholism Educational and Treatment Center
1639 N.E. Alberta
PORTLAND, OREGON 97211
284-7997

From the Front Door

By Tom Boothe

From the front door of the House of Exodus, let me share some vital information with you. For those who would like to help our young citizens to become more responsible Please Read Carefully.

YOU SHOULD HELP NOW BECAUSE...

In our community, it is our Responsibility to see to it that our young citizens become Responsible, Respectful and Constructively Productive citizens. If we fail to teach and direct them who will?

HERE IS WHY YOU SHOULD HELP NOW

Most youth crimes are Alcohol or Drug related. Prior to a youth Alcohol or Drug related theft, Burglary or Assault. It cost only about \$11.00 per hour, for Preventive Format Educational Counseling per youth at Exodus; as compared to between \$30.00 and \$40.00 per hour for Treatment Format Correctional Counseling per youth at Exodus. This \$30.00 to \$40.00 per hour, per youth does not include the cost of pain, damage and loss inflicted upon the victims. Nor, does it include the cost of the Criminal Record that these children will carry with them for the rest of their lives, both costs exceed a simple dollar value.

It only makes good social and economic sense to contribute to the ounce of prevention; rather than wait to contribute to the pound of cure.

HERE IS HOW YOU CAN HELP NOW

Join with the Exodus Youth Mental Health Offensive. Eleven dollars (\$11.00) will buy one hour of time that will be spent toward getting a youth on the right track toward handling responsibility and becoming a productive respectful citizen.

All contributions are tax deductible. Make checks payable to: House of Exodus, 1639 N.E. Alberta, Portland, Oregon 97211. You can't spend your time or money for a better purpose; Join with the Exodus Youth Mental Health Offensive, building our community into a better and safer place to live and raise our children.

Major supporters of the Exodus Youth Program are: The City of Portland CETA; The Aluminum Company of America (Alcoa) and The North/Northeast Mental Health Center.

Brought to you as a public service by House of Exodus