

Affirmative Action: Utilities ■ Continued from Page 1

7.5% with an increase of only 0.6% over last year. Laborers are underrepresented at only 16 persons. Much work in this category is contracted to outside sources. In this group, 6.3 were women or an increase of 1.0% over last year. Minorities were 18.8% of the force accounting for a 3.0% increase over last year. There are 24 cafeteria workers with women counting 50% an increase of 6.5%. A single minority represented 4.2%, a decrease of 8.8%.

Of all the groups investigated thus far PGE's affirmative action experience is mediocre with regard to the employment of women and minorities. Women represent only 29.8% of the total work force with 58.7 of them clustered in low paying office and clerical positions. The total minority count is even worse. They represent only 7.7% of the work force. Only the laborers and service workers reflect their numbers in the general population.

On the other hand, General Telephone and Electronics (GTE) like many other large corporations is laboring under the problem of adjusting to consolidations dictated by its recent reorganization. In that process a healthy portion of the staff was down sized. The purported cost saving reductions were dictated by the fact that GTE had almost 30% more staff per 10,000 local access lines than is average for the industry.

Within the new structure and under a new chairman of the board the GTE strategy will be to concentrate on communications, lighting and precision materials. It is their stated commitment to give their employees opportunities to expand and to enhance their careers so that GTE will be an excellent workplace. In order to enhance their competitive position in the market, GTE will start a trial of fiber optics to homes in California soon. Later, they will also offer cable television.

GTE suffers certain disadvantages not only because of its size and resources as compared with some of the other giants, but also because of its absence from the international market place. It also has fallen victim to being passed for switching purposes where competitive giants own parallel services.

One of the peculiarities of the recent restructuring is the EEO statistics are tabulated and filed in Everett, Washington. It took numerous calls to Vickie Stelljis, the EEO administrator before positive contact could be established. Miss Stelljis was covering both her office and also another activity. The statistics she conveyed to me included both the states of Oregon and Washington. Miss Stelljis assured me, however, that the

statistics of both states are comparable. GTE employees a total of 5,600 in both states. Of the 695 managers, 28% are women, 0.86% are Black and 4.0% minorities. Their 726 professionals are staffed by 35.6% women, 1.2% Blacks and 6.0% minorities. Within the technical group of 53, a surprising 83% is female, none is Black and 1.9% are minorities. Of the 96 sales people there is a healthy 64.4% female staff, while none is Black and 4.7% are minorities. Among the 1885 low paying clerical workers where minorities and females usually cluster it is not surprising to discover that 93% are women but it is discouraging that 1.5% are Black and minorities account for 7.1%. Their staff of 1857 skilled craft persons boasts 10.6% women, 1.18% Blacks and 5.3% minorities. There are 192 persons who are classified at the low paying operator level, 58% are women, 1.0% is Black and 5.7% minority. Laborers are contracted from the outside. Only one person, a woman was listed in that group.

It would appear that GTE is an old fashioned pyramid whose management is dominated by the white male tradition, to the exclusion of women and minorities. It is not the purpose of this series to pit one member of a particular industry with another, but if one is to criticize there must be a reference point. Since GTE's main business is communications. Pacific Northwest Bell becomes the benchmark. Not only does PNB have Black executives in a female presidents of divisions but the same fact is repeated throughout middle management.

A recent article in *Telephony*, a trade communication magazine, focused on the ever increasing role women play in the telephone industry. Kimberly Johnston-Rodriguez of GTE entrepreneurship programs admitted the gender disparity. Carolyn Burger put it another way, "This is an old boy (substitute white) network in the world." It is to be hoped that the words of Ted Brophy, GTE's new CEO, will have a positive effect on increasing employment and promotional opportunities for women and minorities at GTE.

Dwarfed among the giant communications companies is the Continental Telephone Company. Even though they are listed in the telephone book few people have heard of them. They service 20,000 subscribers in Sunnyside-Damascus. Nationwide they employ 23,000 people with about 900 in the Northwest Division and only 92 persons in Oregon. I attempted all during the week to get information from Rosemary Davis in Bellevue, Washington who was not readily available but demurred when she learned of what information I sought. Miss Davis then

referred me to Dave Jacobsen in Bakersfield, California who then informed me that it was against company policy to reveal such information to the public. I then informed Mr. Jacobsen that this information was in the public domain, especially since it was a requirement of the Civil Rights Commission and also a requirement of the Security Exchange Commission. He again refused citing company policy and referred me to Tom Ask in Atlanta, Georgia. Perceiving that I was getting the royale run around, I then had a stockholder to call the corporate headquarters which in turn spied the same obfuscation. We will now direct our attention to the entire corporate structure of the Continental Telephone Company. It is obvious that they need to experience the realities of 20th century corporate responsibility.

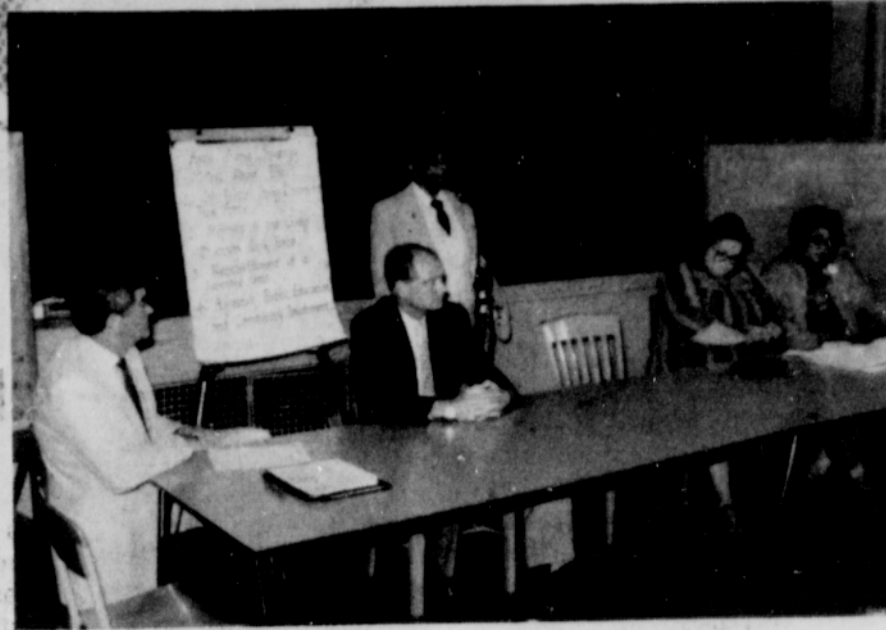
ANNOUNCEMENT

Applications are being accepted for positions on the Citizens' Bureau Advisory Committees for the 1988-89 budget process. Interested citizens may apply to serve on any of the 18 committees, which are responsible for making budget and policy recommendations about city programs.

Bureau Advisory Committees are an important part of the City's budget process and are a unique opportunity for citizens to help determine how city revenues are spent. Committee members are appointed in August by Bureau Commissioners and serve three-year terms. Although some Bureau operations may involve special areas of expertise, BAC positions are open to anyone who lives or works in Portland and has an interest in serving. Fiscal experience is not necessary. BACs meet throughout the budget planning season, usually twice a month from September through May. The Committees review Bureau budgets and policies and make recommendations to the Bureaus and the City Council.

Applications are available through Neighborhood Offices, City Commissioners, the Office of Neighborhood Associations, and a variety of community agencies. The deadline for applications is July 29 for August appointments, although late applications may be appointed throughout the budget season.

For more information contact Nancy Biasi or John Legry, 248-4519.



Rev. John Jackson addresses congregation at Vernon School.

Portland Police Bureau Puts A Lock On Prevention

The Portland Police Bureau's Crime Prevention Division is continuing the Locks Program for senior citizen homeowners. For those who are eligible, the locks programs services will include the installation of dead-bolt locks, metal screening on basement windows, and the drilling and pinning of first floor windows. All services will be free of charge to the homeowner.

The eligibility requirements are:

- 1) Owner occupancy. The owner must live in the house. Rentals are not eligible.
- 2) Age Requirement. The owner must be 60 years of age or older.
- 3) Low Income. Income level must not exceed government guidelines.

To apply for the program, contact the Crime Prevention Division of the Portland Police Bureau at 796-3126.

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Washington County Fairgrounds
Sunset (Hwy 26), Cornelius Pass Exit, South to Cornell Road
July 8 thru July 11 Show Time
Friday 7/8 8:00
Saturday 7/9 12:30, 3:30 & 7:30
Sunday 7/10 1:00, 4:00 & 7:00
Monday 7/11 4:30 & 7:30

VANCOUVER
Clark County Fairgrounds
179th Street
Battlefield Exit Off I-5
July 15 thru July 17 Show Time
Friday 7/15 8:00
Saturday 7/16 12:30, 3:30 & 7:30
Sunday 7/17 1:00, 4:00 & 7:00

SALEM
Oregon State Fairgrounds
17th Street N.E. at Silverton Road N.E.
July 12 thru July 14 Show Time
Tuesday 7/12 7:30
Wednesday 7/13 4:30 & 7:30
Thursday 7/14 1:00, 4:30 & 7:30

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