

County pay raise in limbo after vote

By TOM LONERGAN

There may be no second pay raise this year for an estimated 5,000 non-union Oakland County employees.

The finance committee of the county board of commissioners last week voted 6-5 to postpone a 2.5 percent wage hike, proposed by County Executive Dennis Murphy, until it considers the county's 1980 budget. The non-union employees had received a 7 percent raise last Jan. 1. The raise had been approved by the board's personnel committee, but the more powerful finance committee holds the purse strings.

The postponement prevents the full board of commissioners from overturning the committee and approving the raise, according to committee Chairman Dennis Murphy, R-Nov.

But the full board, which met today (Thursday), could take the matter away from the committee and approve the raise at a later board meeting. The 16 votes needed for such an action appear unlikely, however.

The 16 board Republicans and 11 Democrats don't agree among themselves about the raise.

THE PROPOSED raise also affects about 400 county employees represented by the American Federation of State, County and Municipal Employees (AFSCME), who haven't received a pay hike yet this year.

County and AFSCME negotiators have a tentative agreement that union employees would also receive the 2.5 percent, effective Sept. 1, in addition to a 7 percent increase, retroactive to Jan. 1.

But the extra 2.5 percent was subject to Board of Commissioners approval.

Despite the union urging approval, three Democrats joined three Republicans to nix the non-union employee raise.

The action angered union officials, who didn't expect Democrats to oppose the raise. Only one committee Democrat supported it.

Southfield Democrats Lawrence Perrick and Alexander Perinoff and Pontiac Democrat Betty Fortino joined Birmingham Republicans Ralph Moxley and Robert Page and John Peterson, R-Rochester, in defeating the raise which would have been retroactive to Aug. 25.

Commissioner Lillian Moffitt, R-Bloomfield, voted against postponement.

MURPHY PROPOSED the second raise last month after voting earlier in the year that the county would stick to President Jimmy Carter's 7 percent wage increase guidelines.

However, since those guidelines had been exceeded this year in major industry contract negotiations, Murphy proposed the additional 2.5 percent for the non-union employees, excluding elected officials. The inflation rate for the year has exceeded 13 percent.

The \$189,588 it would cost the county for the extra raise this year was to come from a projected \$1.2 million operating surplus. Two hun-

dred thousand dollars of the surplus has been committed to a millage reduction fund in 1980 and more may be. County officials, including Murphy, are up for re-election next year.

PERINOFF SAID the raise was "an anti-union move." He said AFSCME's being put in a position of advocating a raise for non-union employees was "wrong."

Perinoff proposed that all union and non-union employees receive a raise, including all elected officials except the commissioners. He proposed that those making less than \$20,300 annually receive 2.5 percent, those making less than \$35,300 get 2 percent and those over \$35,300 get 1 percent.

AFSCME was the only union that tied itself to the non-union raise, and Perinoff was told by county officials that it was illegal to give the other unions a raise unilaterally.

Perinoff opposed Murphy's proposal, saying it would cause "division among the employees."

"I don't like to have employees played against employees. I thought I was fighting for the unions."

AFSCME representative Eugene Guido acknowledged his union had "been put into a box at the table," primarily because the county is 55 percent non-union.

"The whole damn thing is backwards," he said. "We set the pattern generally, not the non-union employees."

AFSCME has lost some 650 county employees to other unions during the past two years. About 300 sheriff's deputies and jail guards voted in 1978 to dump AFSCME and join the Police Officers Association of Michigan (POAM).

Earlier this month, 350 parks and recreation and Friend of the Court employees dumped AFSCME for the Oakland County Employees Union, which AFSCME representatives say is a front group for the Teamsters.

Guido told committee members last week that some AFSCME represented employees only make \$9,600 a year. "They have sought to catch up, that's all we're trying to do."

"I don't think you're doing anything stupendous with regard to the employees," Guido said, adding that the average stay for a county employee in the lower paying job classifications is three years.

The AFSCME employees in the circuit and district courts, probate department, and Children's Village will now consider a contract with a 7 percent increase, not 9.5 percent.

"I would imagine the membership would not accept it," said negotiator William Novak.

Of the county's 3,500 employees, 2,000 are non-union. According to Personnel Director James Dunkel, the non-union employees have generally received the same increases as union employees, except for sheriff's deputies and prosecution investigators' contracts, which are subject to binding arbitration.

The average salary among non-union employees, which includes top elected officials and their aides, is \$15,000.

Bond says blacks, Jews still partners

By TOM LONERGAN

Relations between blacks and Jews are "healthier now than ever before," a national black leader told an Oakland University audience last week.

Georgia State Sen. Julian Bond, speaking to 450 students and faculty at the Rochester campus, said last month's dispute over United Nation's Ambassador Andrew Young's resignation allowed blacks to find an "open discussion of what we have objectionable" with Jewish organizations.

Bond received a standing ovation after his lecture, sponsored by the Pre-Law Society.

Young resigned after Israel objected to a meeting he held with Palestine Liberation Organization representatives, in apparent violation of U.S. policy against meeting with the PLO.

That incident, along with some black leaders' sympathy for the Palestinian cause in the Middle East, heightened tensions between American blacks and Jews, long time civil rights allies. The tensions have been brewing for more than 10 years, led by differences over affirmative action for blacks and other minorities.

YOUNG, SAID BOND, "has advanced the cause of peace in the Middle East," because he "awakened the interest of a larger body of people."

Even though the Young episode strained relations between major black and Jewish organizations, Bond indicated the ties would not dissolve.

'It's a mistake if some black Americans believe one strong relationship between blacks and Jews can be replaced by another strong relationship between blacks and Arabs.'

Sen. Julian Bond



"American black people still sit at the bottom of a long, long ladder." The median income for a black family is 40 percent of a white family's, said Bond, adding that "four times as many blacks live below the poverty level."

The 1960s social reforms "made it too easy for too many to believe the battles have been fought and won," said the Georgia Democrat.

"Too many of the battles are being re-fought and lost." Among those have been challenges to affirmative action programs for minorities in education and industry, which, Bond said, have "created a gulf too serious to be papered over" between black and Jewish leaders.

"EVERY MAJOR Jewish organization supported Bakke," Bond said,

while black organizations supported the affirmative action program at a California medical school the white engineer (Allan Bakke) had challenged.

Last year the Supreme Court ordered the university to admit Bakke. The court upheld the affirmative action program but struck down the minority quota system the school had used. This year the court upheld an affirmative action program at Kaiser Aluminum in Louisiana.

"The black community has a vested interest in quotas and affirmative action," Bond said, citing the small numbers of blacks in the higher paying professions. About 10 percent of Oakland University's 11,000 students are black.

"We're not talking about taking ignorant people and making them nuclear physicists overnight," as affirmative action opponents have charged, said Bond.

BOND CALLED reverse discrimination "an imaginary condition." "I treat to plus blacks have 'forced 87 percent to live in the worst homes, send their kids to the worst schools, work in the worst jobs and die earlier.'"

He said the elimination of petty apartheid in the last 25 years has caused too many whites to believe there has been a radical change in race relations.

Decaying cities, failing schools and a permanent underclass of chronically unemployed have led to a "permanent crisis," said Bond.

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