

RESOLUTIONS ADOPTED by the

1955 Session of the 9th General Council

WAYS AND MEANS RESOLUTIONS

WM 6/55 Rose City Chapter No. 5

WHEREAS, Rose City Chapter No. 5 does not approve or condone the actions of the executive secretary during the recent salary surveys, and

WHEREAS, the present attitude of the Executive Secretary has resulted in the loss of Members,

RESOLVED, that the Board of Directors seek a qualified replacement for the present executive secretary and engage such replacement as soon as it can be arranged to the advantage of OSEA.

WM 13/55 Or-Ga-Co Chapter No. 51

BE IT RESOLVED, that the Publicity Director send out a letter to each OSEA member reminding him to talk OSEA to non-members and particularly new members.

WM 14/55 Public Welfare Chapter No. 31

BE IT RESOLVED, that the State Employees Association favor legislation to authorize the Oregon State Public Welfare Commission receive and place children for adoption in the State of Oregon.

WM 15/55 Public Welfare Chapter No. 31

THEREFORE BE IT RESOLVED, that the members of this conference go on record in support of a Graduate School of Social Work to be established at the earliest possible date, and that copies of this resolution be forwarded to the Governor of the State of Oregon, the State Board of Higher Education, the press and other organization, agencies, or individuals as may be appropriate in the judgment of the Conference officers.

WM 18/55 (base) combined with

WM 7-8-9/55

BE IT RESOLVED, that the council instruct the Board of Directors through its Committee on Laws and Legislation to make a survey of the records of the association and close out all matters of policy which have been in their opinion completed or fulfilled.

BE IT FURTHER RESOLVED, that all unresolved resolutions be printed each year and that this bulletin be in each chapter president's hands not later than September of each year.

SALARIES AND WAGES RESOLUTIONS

SW 2/55 Library Building Chapter No. 23

BE IT RESOLVED, that the OSEA, as representing the employees of the State of Oregon, shall review, analyze and publicize the salary surveys that have been made and shall formulate an OSEA Salary and Job Classification Plan, which shall then be presented to the Legislature and to the Civil Service Commission.

SW 4/55 (base) combined with

SW 3/55 (See SW 7/54)

THEREFORE BE IT RESOLVED, that effort be made toward equalization of wage differential for all workers in institutions for the care of communicable disease conditions based on exposure to contaminated articles and materials as well as to those patients having such disease conditions.

SW 6/55 (base) combined with SW 1/55

(See SW 1 (2-3-4-5-9-10-11-14-24/54))

THEREFORE BE IT RESOLVED, that Headquarters continually work for Pay Increases and Pay Adjustments to correct inequities.

SW 10/55 (base) combined with

SW 7-8-9/55

(See SW 17 (18-19-20-21-22/54))

BE IT RESOLVED, that all personnel below the level of Administration or Department head be paid for all overtime at the rate of time and one-half.

SW 11/55 (base) combined with

SW 5/55

(See SW 1-2-3-4-5-9-10-11-14-24/54)

BE IT RESOLVED, that the General Council authorize the establishment of a salary and wages committee which

1. Gather and review the results of salary and wage data and surveys which have been made by reputable and accredited organizations.
2. Gather and assemble such other salary data as the committee deems necessary.
3. Suggest a pay plan for state employees based upon the information collected.
4. Prepare an informative report together with the information and the pay plan for presentation to and action by the 1956 General Council.

BE IT FURTHER RESOLVED, that the president of the Association shall select, with approval of the board, such members that shall be representative of the major areas of employment throughout the state, and shall include both academic and classified employees, and

BE IT FURTHER RESOLVED, that the salary and wage committee be paid all expenses as considered standard and normal by Association practice and policy, and

BE IT FURTHER RESOLVED, that all members of the Association, the board, the officers, and the executive secretary and his staff, extend such cooperation and assistance that is necessary for successful completion of the work of the committee.

RETIREMENT RESOLUTIONS

R 1/55 Shop & Field Chapter No. 38

BE IT RESOLVED, that full retirement benefits at age 65 years be extended in all cases of total disability.

R 2/55 Deer Park Chapter No. 47

BE IT RESOLVED, that this 1955 General Council take steps to lower the retirement age for women from 65 to 60 years of age, on full retirement.

R 4/55 (base) combined with R 6-7-8/55

BE IT RESOLVED, that Eugene Chapter No. 6 favors giving an employee full retirement benefits after 30 years of service, or upon attaining the age of 60 years, whichever comes first.

R 5/55 Shop & Field Chapter No. 38

BE IT RESOLVED, that full retire-

ment prior service credits be given to persons who choose to retire at the age of 60 years.

R 13/55 (base) combined with

R 9-10-11-12-14/55

RESOLVED, that OSEA make an effort to change the present retirement act to allow for the payment of both employer and employee contributions including prior service pension to the employee's beneficiaries should he die before retiring from state employment.

R 16/55 Vafa Chapter No. 69

NOW, THEREFORE, BE IT RESOLVED, that the General Council authorize the Board of Directors to lay immediate plans to initiate and pursue a legislative program to amend the Retirement Act in order to authorize the Retirement Board to make deductions from checks to retired persons for the purpose of paying for group life and/or medical insurance premiums.

WORKING CONDITIONS RESOLUTIONS

WC 5/55 University T.B. Chapter No. 54

THEREFORE, be it resolved that the O.S.E.A. work toward the establishment of a law making it mandatory for annual chest x-rays of all state employees.

WC 6/55 Library Building Chapter No. 23

WHEREAS, in some Departments no morning rest period is observed by the employees, and such practices are optional with Department Administrators under present Civil Service Commission regulations,

BE IT RESOLVED, that the Civil Service Commission be requested to bring its regulations on this point into conformity with the regulations of the Wage and Hour Commission which regulates private employment but has no control over State employment. (See Wage and Hour Commission Order No. 16, May 23, 1941, and Order No. 14, Nov. 14, 1947, and Order No. 12, October 13, 1953.)

WC 7/88 Deer Park Chapter No. 47

BE IT RESOLVED, that all Oregon State Institutions, kitchen and food storage, be inspected same as the public restaurants and given ratings as same.

WC 8/55 Deer Park Chapter No. 47

(Referred to Committee on Institutions)

WHEREAS, maintenance men at the Oregon State T. B. Hospital are required to spend 16 hours out of 24 on stand-by duty without compensation,

BE IT RESOLVED, that the General Council use whatever means it can to correct this situation for any state employee.

WC 14/55 (base) combined with

WC 11-12-13/55 (See WC 30/54)

THEREFORE, BE IT RESOLVED, that O.S.E.A. use its entire influence to obtain Unemployment Compensation coverage for State Employees.

WC 16/55 (base) combined with

WC 15-17-18/55

(See SW 17 (18-19-20-21-22/54))

NOW THEREFORE BE IT RESOLVED, that the Oregon State Civil Service Commission issue regulations requiring all State Agencies to put into effect the 40 hour work week, and providing in instances of emergencies requiring more than 40 hours work per week, employees so employed shall be remunerated for such overtime work at the rate of one and one-half times the regular hourly pay scale, and

BE IT FURTHER RESOLVED, that such reduction in work hours will result in no loss of pay.

WC 19/55 (base) combined with

WC 10/55 (See WC 23/54)

RESOLVED, that the board of directors study Chapter 765, Oregon Laws 1955 (Travel Advance) and prepare such recommended revisions as may be necessary to correct the present shortcomings and to make the law more equitable and realistic.

WC 2055 Mercury Chapter No. 39

RESOLVED, that a committee composed of members from District No. 1 be appointed to study the parking problem for those two state buildings (State Office Building and Portland State College) and to investigate and recommend ways and means of solving the problem.

CIVIL SERVICE RESOLUTIONS

CS 1/55 Or-Ga-Co Chapter No. 51

(See CS 9/54)

BE IT RESOLVED, that the Board of Directors study the advisability of a referendum for the purpose of establishing the Civil Service Law as a part of the Oregon State Constitution.

CS 4/55 Shop & Field Chapter No. 38

(See CS 2-3/54)

BE IT RESOLVED, that in considering eligibility for promotions, more consideration be given the applicant's work performance record as described by the supervisors and less weight be given the qualifications as graded from the employee's application or from the results of examinations, portions of which do not apply to work being done.

CS 6/55 Salem Chapter No. 1

WHEREAS, the complaints and dissatisfaction resulting from laxities reflect a threat to the very existence of the Civil Service Act,

NOW THEREFORE BE IT RESOLVED, that the O.S.E.A. make every effort to obtain top efficiency and improve upon regulations in the Civil Service Commission, and

BE IT FURTHER RESOLVED, that such O.S.E.A. efforts include investigation, findings of fact, and recommendations for improving the Service.

CS 9/55 Astoria Chapter No. 8

WHEREAS, the true intent of the merit system is to improve efficiency, competence, and improved work performance in state service, and

WHEREAS, the use of the annual merit rating schedule forms provide for the evaluating, assimilating, and assessing these values as the same applies to the individual workman, and

WHEREAS, these merit rating forms do not provide space for the rating or scoring by the immediate superior who is best qualified to supply and appraise these values,

NOW THEREFORE BE IT RESOLVED, that all merit rating forms be the same throughout the state service and that space be provided for scoring of the employee by the immediate supervisor, and

BE IT FURTHER RESOLVED, that the State Civil Service Commission shall give not less than 75 per cent credit or preference to the immediate supervisor's score in evaluating the workmen's final merit rate for each year's service.

CS 11/55 Corvallis Chapter No. 29

BE IT FURTHER RESOLVED, that said paragraph (4) of O.R.S. 240.560 (Civil Service Law) be rewritten and be enacted by the legislature to read as follows:

In all other cases, the commission shall make a decision disposing of the appeal which decision shall not be reviewable by any court. If such decision is in favor of the employee, the appointing authority shall immediately reinstate the employee or appoint him to another position with comparable salary and for which he is qualified. Six months from the date of reinstatement or reappointment, the appointing authority may request the commission to review its findings provided that evidence can be presented to the commission to show that the employee during the six months of employment following his reinstatement or reappointment was guilty of misconduct, inefficiency, incompetence, insubordination, indolence, malfeasance or other unfitness to render effective service.

CS 13/55 (base) combined with CS 7/55

THEREFORE BE IT RESOLVED, that OSEA take the necessary action to have the Oregon Civil Service Commission Personnel Rule XVIII, Section 4 amended by adoption of the rules set forth in the attached "Proposed Amendment to Rule XVIII, Section 4, Sick Leave with Pay" dated 9-26-55 and by reference made a part hereof. Sec. 4 SICK LEAVE WITH PAY

(1) Attendance Credit
(1) On and after January 1, 1956, attendance credit for employees having less than three years of service is to accumulate as follows:

(A) One and a half days for each full, unbroken month of service, that is, a month in which there is no absence excepting lateness.

(B) Payment of salary shall not be made for absence on account of personal illness beyond an employee's accumulated attendance credit.

(C) In order that a new employee may be afforded reasonable and fair treatment in respect to personal illness which he may sustain during the first four months of employment, full salary up to but not exceeding six days' absence is to be paid and the following rules shall apply:

(a) A longer absence than six days during the first four months of service results in salary being deducted for absence beyond six days.

(b) Where all or any part of the six-day credit is used, it is to be repaid following absence on the basis of one and a half days for each unbroken month of service.

(c) In the event that the employee leaves prior to repayment of the credit used, any balance owing shall be deducted from his final salary payment, which if insufficient, shall be balanced with a cash payment by the employee.

(D) No refund of attendance credit shall be given when an employee leaves state employment unless there is more than three years of service.

CS 13/55 Corvallis Chapter No. 29

(2) For employees having three years of service or more on January 1, 1956, attendance credit is to accumulate at the rate of one and a half days for each full, unbroken month of service. An unbroken month as used in this paragraph shall be a full month in which absence does not exceed three days excepting lateness.

(A) Payment of salary shall not be made for absence on account of personal illness beyond an employee's accumulated attendance credit.

(B) When leaving state employment, an employee having at least three years of service shall be granted a gratuity of an amount produced by multiplying his daily salary rate at the time of leaving by 50 per cent of his accumulated attendance credit up to a maximum of three months salary.

(3) Sick leave may be accumulated to a total of not more than 180 work days.

CS 14/55 (base) combined with

CS 12/55

NOW THEREFORE BE IT RESOLVED, that the Oregon State Civil Service Commission continue and accelerate its re-evaluation and reclassification of job and salary schedules to the end that existing inequities shall be eliminated.

CS 15/55 (base) combined with

CS 2-3/55 (See CS 9-10/54)

NOW THEREFORE BE IT RESOLVED, that this 1955 General Council direct its staff and Laws and Legislation Director to begin immediately to lay the groundwork for the passage of a Bill during the 1957 Legislative Session placing the Civil Service Act in the State Constitution.

CONSTITUTION AND BY-LAWS RESOLUTIONS

CBL 3/55 (base) combined with

WM 4-22/55

WHEREAS, increasing numbers of state employees are retiring each year, and

WHEREAS, it would benefit retired employees as well as inservice employees with each other, and

WHEREAS, group purchasing benefits might be secured for retired employees,

THEREFORE BE IT RESOLVED, that Article III of the Constitution be revised to create an honorary class of membership to be granted to retired state employees who were paid up members of OSEA at the time of their retirement.

CBL 9/55 (base) combined with

CBL 6-7-8/55

THEREFORE BE IT RESOLVED, that Article VIII of the Constitution be amended by adding Section 9 to read as follows: Any member elected as President of the Association shall serve as President not more than two one-year terms during any five year period beginning with the date of his first election.

CBL 10/55 (base) combined with

CBL 18/55

THEREFORE BE IT RESOLVED, that Article VII, Section 3 of the Constitution be amended by adding the following provisions: With the exception of the President, who shall be elected at the annual conference and the Junior Past President, members of the Board shall be elected for 2 year terms with a part of the members retiring each year. To initiate a staggered system of retirement of members to apply to the first election of members following amendment of the Constitution to include these provisions, Board members shall be elected for the following terms of office: Secretary-Treasurer for 2 years; Director of Laws and Legislation for 2 years; Director of Civil Service for 2 years; Director of Membership for 2 years; Director of Public Relations for 1 year; Director of Insurance for 1 year; Director of Retirement for 1 year; District Directors of Districts numbers 1, 2, 3, 5 and 6 for 2 years and District Directors of Districts numbers 4, 7, 8 and 9 for 1 year.

Board members shall be limited to two terms of office during any six year period beginning with the date of first election, except that Board members elected for a one year term may subsequently be elected for two terms of two years each with the tenure limitation beginning with the date of election to the first two year term.

BE IT FURTHER RESOLVED, that in the event any of these positions become vacant, they shall be filled in the approved manner for the remainder of the full, unexpired term.

CBL 12/55 Corvallis Chapter No. 29

THEREFORE BE IT RESOLVED, that Article II, Section 4, Paragraph 1 of the By-Laws reading as follows: "The Board of Directors shall assign the duties, authorities and responsibilities of the Headquarters Staff," be amended to read: BY AND THROUGH THE EXECUTIVE SECRETARY, THE BOARD OF DIRECTORS SHALL ASSIGN THE DUTIES, AUTHORITIES AND RESPONSIBILITIES OF THE HEADQUARTERS STAFF.

CBL 16/55 Salem Chapter No. 1

RESOLVED, that the By-Laws to the State Constitution be amended by adding after the phrase "except a charter member," the following words in Section 5 of Article VIII "or a reinstated member."

CBL 21/55 (base) combined with

11-13-15/55

WHEREAS, the installation of chapter officers in the month of September is conflicting with collection of dues, and

WHEREAS, the newly installed secretaries and treasurers are not sufficiently familiar with their duties at time of dues collection,

THEREFORE BE IT RESOLVED, that the By-Laws be amended to require the installation of chapter officers not later than June 30.

INSURANCE RESOLUTIONS

INS 2/55 Salem Chapter No. 1

RESOLVED, that the General Council authorize the Board of Directors to lay immediate plans to initiate and pursue a 1957 legislative program to amend the Retirement Act in order to authorize the Retirement Board to make deductions from checks to retired persons for the purpose of paying for group life and medical insurance premiums.

INS 3/55 Public Welfare Chapter No. 31

(See INS 4/54)

THEREFORE BE IT RESOLVED, that the State of Oregon establish a medical insurance program for all State employees and that the State of Oregon pay half of the monthly cost thereof, and

BE IT FURTHER RESOLVED, that OSEA be consulted in the organization and administration of this program.

INS 5/55 Special Committee on

Employee Welfare

THEREFORE BE IT RESOLVED, that a voluntary survivors benefit program be instituted by OSEA governed by the following regulations:

(A) The voluntary participant be assessed one dollar (\$1) on participating in this program and one dollar (\$1) upon the death of each participant until the fund reaches \$5,000, after which time no more assessments will be made until the fund drops to \$2,000.

(B) The beneficiary named by the participant will upon his death receive \$500, or in the case there is not \$500 in the fund, the beneficiary will receive in dollars the number of participants in the program.

(C) Participants will be dropped and cannot participate in the program upon failure to meet assessments. A participant may be reinstated upon paying all back assessments in person or by personal check.

(D) Original participation must start before the age of 60 years.

(E) Participant must be an OSEA member in good standing at all times or an associate member who has retired from state service.

(F) The Survivor Benefit Fund shall be administered by the OSEA Headquarters Office.

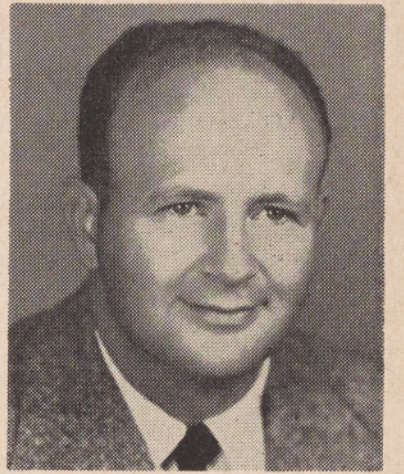
BE IT FURTHER RESOLVED, that this resolution go into effect at once upon its passage and that the Headquarters Staff inform all OSEA members, individually, of this program and how they may participate, and

BE IT FURTHER RESOLVED, that the Board of Directors study this resolution with the objective of instituting it as soon as it feels a workable program can be set up.

Television Set Donated

The Eastern Oregon State Hospital, OSEA Chapter 52, recently purchased a television set for ward patients. The chapter also sponsored an amateur show for hospital patients. The one-hour variety show, "Stars of Tomorrow," was given in the EOSH auditorium.

This is the group of talented youngsters from Hermiston who entertained during the banquet at the General Council. These "Stars of Tomorrow" feature an intricate rope act, dancing and other specialties, all with a western slant.



ROY TAYLOR

FIELD FAX

Well, here I am on the same old corner with some new information on auto insurance, I hope.

About a month ago, each of you received a comparison of a 1954 Chevrolet and a 1954 Ford. I can now offer you this advice. Open the door on your pot-bellied stove and throw it into the fire, or if you want to impress someone you can light your cigarette with it, but please don't read it. Many, many people have told us they were led astray by this piece of mis-information.

The way to receive a correct comparison of premiums is to ask your headquarters office for a quotation, and compare this quote with your present insurance.

When you desire a quote, please include this information for a quick reply. The make of car (Ford, etc.); the year of car (1951, etc.); the model (Crestline, Customline, etc.); the body type (two door, etc.); the motor and serial numbers if possible; the names and ages of the drivers of the car and the approximate amount of use for each driver; the number of wrecks in the last three years; and the coverage you want.

Will you be explicit in the coverage you want, such as 10,000 bodily injury, 20,000 property damage, comprehensive, 500 medical, and 50 dollar deductible. This will give you an immediate answer on your questions.

Some of the other salient points on the auto insurance are the ratings for age groups. We have four ratings for liability insurance.

The first rating is for drivers over the age of twenty-five. This is where age is a blessing because you receive a lower premium rate.

The second rating is for a family with male drivers under the age of twenty-five that are not owners of the car. A poor man goes through life paying all the bills and then until you're twenty-five father is paying more for your driving the car. Girls under twenty-five are not charged for their age, I guess the insurance company has too many women that the under twenty-five. About ninety per cent.

The third rating is for business use. This means outside of state employment. There is no additional charge for using your car under compensated mileage. Now I know that state employees make enough to live from their salaries, but to make the living worthwhile many employees take part time jobs. My advice, if you want to keep your rating low, is to find a part time job where you don't use your car. Like counting cracks in sidewalks.

The fourth rating is for male drivers under twenty-five that are primary drivers or owners of the vehicle. The highest loss factor is in this class. I guess that youth just can't pass a pretty girl without looking back and that is when they run into "moving objects" like buildings and parked cars.

The other rates on cars are derived from the age of the car. This includes collision coverage and comprehensive.

I will go onto membership now. In one of my previous columns, you read of Corvallis Chapters joint membership drive using direct mail. In the months of November and December Corvallis No. 29 and O.S.C. Faculty No. 7