

Board Meeting . . .

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gram of the Salaries & Wages Committee. President Blair responded by instructing the appropriate committee accordingly.

It was determined by the Committee that action by the Board on Civil Service Resolution 24/57 (Or-Ga-Co Chapter 51) would be to the detriment of valuable state employees who, by the very nature of their work and status, could not comply with its terms and recommended that it be tabled by the Board. A motion to table the Resolution was passed.

Upon recommendation of the Committee, the Board enacted as policy of the Association the terms of Working Conditions Resolution 9/57 (University T.B. Hospital Chapter 54) which resolved: That O.S.E.A. work toward establishment of a time limit of two weeks to be placed on any emergency situation where it is required of an employee to perform duties other than covered under his classification.

The final recommendation submitted to the Board by the Committee was: That the Executive Board direct the Headquarters Staff, through the Salaries & Wages Committee, to make a salary survey covering as many classifications of state service as will be required to formulate salary recommendations for all classifications. Furthermore, that the survey shall be selective and will include only those public agencies and private firms of comparable scope and responsibility in the State of Oregon and the Pacific Coast. Also, to reaffirm the established techniques of the 1957 salary program. The survey is to be initiated not later than September 1, 1958 and to be completed in final report by January 1, 1959. This was in the form of a motion and was passed by the Board.

MEMBERSHIP

Hal Lehman, Director and Chairman of the Membership Committee reported that his associates discussed several important matters that didn't require Board action, but, were of concern to all its members. District 2 was cited on its foresightedness in establishing an Officers' Council to replace what was formerly known as Presidents' Council. By encompassing Officers' of all chapters into the meetings it provides more interest and participation in organizational matters, according to Lehman.

During an extended discussion of the Grievance Procedure the Alternate Director of District 3, Pat Gregory, described an effective operation of the Grievance Committee in the Roseburg Chapter 2. The committee is composed of representatives from various state Departments in that area which eliminates the possibility of an aggrieved member's case being judged by a committee composed majorly of associates from his own Department. Gregory commented that the chapter has resolved all grievances submitted at the local level and predicated this on the assistance given the aggrieved in presenting grievances properly to supervisory people.

Because some chapters have been confronted with members who do not wish to employ the Grievance Procedure due to Departmental representation on committees, a motion was presented to the Board: In extreme cases, where an aggrieved cannot and/or will not submit a formal grievance and when brought to the attention of the District Director he may request the Headquarters Staff to conduct a preliminary investigation of the facts of the case and report them to him. The motion was passed by the Board.

INSURANCE

Bill Albright, Director and Chairman of the Insurance Committee informed the Board that he had a ray of sunshine to inject into the meeting on the otherwise cloudy and rainy afternoon. He reported that for the first time since O.S.E.A. had instituted an insurance program and a Committee that all of the insurance plans of the organization were self-sustaining. He also commended the Cal-Western Insurance representative, Frank Corbett, for his effective work on the Group Life Insurance Plan and the incidental membership that resulted from his activities. Also, it was stated that Plan "A" of the O.S.E.A.-O.P.S. Medical and Health Program has received vigorous approval by members despite an increase in premium rates and, as expected, Plan "B" subscriptions were in the minority. The Civil Service Employees Insurance Program has been increasing in volume and is providing a suitable return.

An unexpected announcement of an improved life insurance program for Association members was made

by Albright. He said the Committee had just been apprised of it by the insurance company a few days prior to the Board meeting. The Committee strongly recommended that the Board accept the program, subject to adequate notification to presently insured members, and their acceptance of the attractive proposal and coverage. The Board gave tentative approval, subject to favorable results of the canvassing and a subsequent polling of the Board for ratification. President Blair assured the members they have not committed the Association to the program as yet.

PUBLIC RELATIONS

Pat Gregory, Alternate Director, took over the reins of the Committee in the absence of the permanent chairman, Ron Shay, who was having a battle with his clients, the Rainbows. Pat reported the Committee discussed two suggestions made to them in the interest of evoking improved chapter meeting attendance and interest in Association affairs. It favored the idea of all members being assigned to committees and a longer tenure of office for chapter officers.

The Committee was informed by the Manager of Communications that the study of a new Time-size publication to replace The SENTINEL was progressing. If adequate advertising could be acquired, a proposal to change would be made.

The Committee proposed the publication of voting aims of candidates for the State Legislature in The SENTINEL. Following lengthy discussion of the proposal a motion was made and passed that: The Public Relations Committee be instructed to prepare a questionnaire to be submitted to candidates for the State Legislature soliciting an expression of their voting aims on legislation affecting state employees and that their statements, along with their pictures, be published simultaneously in The SENTINEL. It was stressed by the Board that this will be handled strictly on a non-partisan basis and in the interest of providing members and state employees with informative and educational chronicling.

LAWS AND LEGISLATION

Dr. Harry Allan, Director and Chairman of the Committee reported the members discussed the Bill being prepared for submission to the Legislature to permit payroll deduction of membership dues. It was agreed two clauses would be included in the Bill: (1) To submit to the State expenses incurred by the State for handling the deduction program and, (2) A clause to the effect that payroll deduction would be available to one, or more than one, organization.

Other Bills being prepared, or studied for drafting, include: (1) A Bill, in conformance with a 1957 General Council Resolution, requesting the increase of car mileage allowance for state employees from the present seven cents per mile to nine cents per mile; (2) A Bill to provide death benefits to widows of employees who die before reaching age 65 with the State turning over the matching funds of employees' contributions to the widows; (3) A Bill providing post-retirement group life insurance to employees and (4) A Bill to provide personal liability insurance for employees while performing work for the State.

This Board of Directors Meeting,

Board of Directors and Friends . . .



Shown above are loyal OSEA Board Members who were joined by chapter presidents from Salem area and headquarter's Staff at regular Board meeting held in Salem, May 24. Front row (from left to right, seated): Claude Stamper, Irene Schaefer, Al Kelley, Helen McClure, Mary Eakin, Belva Mayfield, Peggy Pepper and J. Lloyd LeMaster. Second row (seated) l to r: Gail Williamson, Bob Hollis, Bob Schindler, Walt Krueger, Leonard Watkins, Bob Dahl and Dr. Harry Allan. Back row (standing) l to r: Gordon Tomlin, Jim Daniels (in rear), Clarence Cuyler, Hal Lehman, Jay Blair (in rear), Harold Lentz, Milo Barker (in rear), Bill Albright, Roy Saunders, Ray Falleur, Pat Gregory, Wylie Graham and Allan Kahn.

Entrepreneurs . . .



Some filmed action from busy Board sessions May 24: Upper left, Legislative Counsel meets the Board; Upper right, Committees Report; Lower left, (seated l to r) Past-president LeMaster, Counselor Carson, President Blair; (standing, l to r) Directors Kelley, Allan and Hollis; Lower right, Business talk during lunch.

heavily-laden with work and problems, was concluded with the approval of charters for the three new District 3 Chapters, which were submitted by Walt Krueger, District Director. Also, a motion was made by the Civil Service Committee in the form of New Business that: The Board of Directors recommend the establishment of a Personnel Director position for the State Institutions, through the Board of Control, and that the Association support the Board of Control in the establishment of this position. The motion was passed unanimously.

Soft words and good manners have brought many a difficult thing to pass.

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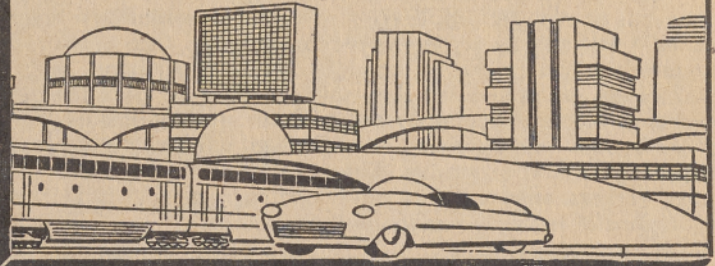
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