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Civil Service . . .

(Continued from Page 1)
that budgets in some institutions prevent doing this and that the rule governing overtime was by Legislative action. To correct this would require changes in the statutes.

As to shift differentials and compensation for work performed on a split-shift, Terry referred to his memorandum issued to all Department and Institution Heads last November which reads, in part:

1. SHIFT DIFFERENTIALS

"The Civil Service Commission conducted hearings on shift differential pay at both its September and October meetings. Based upon information furnished, effective November, 1957, the Commission abolished all pay differentials for night work, contagious disease and other special work situations except for the special shift differentials now in effect for positions allocated to Graduate Nurse and printing classes . . . In those cases where peak loads necessitate the addition of a work shift during other than the normal work time, it will be permissible to pay a premium of 10 cents an hour to those employees who have been hired for the day shift and by departmental request to transfer for a temporary period of time for the night shift."

2. SPLIT SHIFT

"Because of the nature of the work there are several agencies of the state government where some employees are required to work a split-shift. It is the hope of the Civil Service Commission that work will be scheduled so as to reduce to a minimum those persons working a split-shift. In those instances where a split-shift must be continued, it was the determination of the Commission that any work performed after twelve hours from the time that an employee reports for work will be compensated at time and one-half."

As to compensation for work performed on holidays, the Director said they are following, in general, the same practices as industry. Also, that their rules are by Legislative direction. He indicated that the matter concerning the problems they have encountered due to differing work weeks where employees are required to work on holidays could be clarified by proper legislation.

Longevity pay was the last item on Compensation referred to the Director who stated that he felt we all first should strive for an equitable salary structure and a good participating insurance program for state employees.

Salary Survey Items Introduced

Terry and his staff were not in agreement with some of the commitments of OSEA, which were expressed by Bob Schindler. He felt OSEA shouldn't be altogether "wedded to 'going-rates'" and here Blair stated the Association's policy on classification relationships.

Capping of salaries and salary increases for junior employees as opposed to the same for senior employees were discussed at some length. An OSEA spokesman said the Association is opposed to all types of unfair salary or classification capping, especially where these are represented by maximums arbitrarily established without benefit of realistic salary surveys.

The Civil Service people indicated they were in favor of the step-by-step adjustment plan, however, Terry says they are strongly compelled to maintain what the Operating Departments consider to be correct salary relationships.

Informal Grievances Cited And Reviewed

Mr. Terry assured the Committees that where specific cases are brought to his attention he will do everything possible within the bounds of their limitations to have the matters resolved fairly and satisfactorily. No formal presentation of grievances was made at this meeting, although some cases were discussed in order to aid in determining courses of action to be taken later.

OSEA spokesmen offered for consideration the subject of retroactive pay when it was the oversight of the Department.

Mr. Terry alluded to the rule gov-

Resolutions . . .

(Continued from Page 1)
mitted for floor discussion of Committee recommendations."

The third Resolution drafted was referred back to the members who had made the study for further consideration of additional items that would strengthen the proposal. It concerned automatic annual salary increases and discussion of the Resolution revealed the exclusion of some important research material.

O.S.E.A. Member Operates River Cruises

John W. Taylor, claims reviewer with the State Industrial Accident Commission and member of O.S.E.A. Chapter 20, along with his wife, Mabel, operates a profitable, but, recreational service for cruising enthusiasts. He owns the launch, WYNOTT, and manages interesting sightseeing cruises in his passenger boat service on the Willamette River.

Service with the WYNOTT began on May 11, 1957. The "cruiser" is 39 feet long and was designed and

built in Oregon for operation in shallow waters. Its power plant is a 162 h.p. V-8 engine, capable of driving a boatload of passengers along at a speed of 16 m.p.h., which is knot so bad.

Cruises are made Saturdays, Sundays and Holidays from the Wallace Park Ramp and traverse the river up to what is known as Davy's Locker. Returning, the boat passes interesting sites that include log-dumping and rafting operations and swings under Salem's bridges to its berthing location.

"Page" **Stevenson**, "Al" **Mefford**

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Children Are Lost and Found

The family of an OSEA member from Klamath Falls was a little forgetful recently.

The father, Charles Boleyn, also an OSEA member of O.T.I. Chapter No. 36, called Eugene police from Portland to ask if his 11-year old daughter, Mary, was at a service station there.

It seems that Mary was not in the car when the family arrived in Portland, 110 miles north.

The police found Mary. The girl said the trip to Vancouver, Washington had one other delay: The family was halfway to Eugene from home when it had to retrace its journey back to Klamath Falls. Her 7-year old brother had been left at a grocery store there.

The family returned to Klamath Falls . . . intact.

Milk "Break" Has Possibilities

Perhaps those who drink milk with meals may get a "break," according to a recent survey made by the OSC agricultural economics department at Corvallis.

The extra charge made by many restaurants for milk, but not for coffee served with meals, is debatable, according to Dr. S. Kent Christensen, agricultural economist, and Jerry Colburn, graduate research assistant, who were in charge of the project.

"Milk costs varied mostly according to the amount of milk served—from 5 to 7½ ounces. 'Refills' and labor represented big items in coffee cost variations," Christensen said. "Labor costs involved in making and serving coffee adds up to a bigger part of the total cost than the coffee itself," he added.

erning this, which was made by the Attorney General, which states that no payment will be made in any such case. In some instances where it is discovered before the end of the pay period, it is corrected by the payroll sections. The Attorney General ruling was intended to safeguard the employer—the Oregon taxpayer, from abuses of retroactive pay.

It was indicated that the Civil Service officials shared the feeling of OSEA which favors annual, rather than biennial, increases. It was also expressed by the group that if more uniformity could be brought about in the administration of the rules, annual increases would be assured.

Terry pointed out that some grievances are basically Departmental problems and should be taken directly to them, inasmuch as Civil Service is a service organization and unable to render an opinion where they are not involved.

Miscellaneous Matters Discussed Before Adjournment

Considerable discussion was undertaken on the matters concerning the use of the Civil Service staff to conduct surveys on classification, salary and personnel matters for local governments.

Mr. Terry pointed out that these are conducted by directives of the Legislature and that the "intent and purpose" has merit because it brings governments in the state to a better understanding of salary and personnel administration.

Terry agreed in principle with

OSEA that the work being done by Civil Service, in this connection, is subordinate to its primary functions. He said they conduct the studies as judiciously as possible. He did mention that additional staffing for this was not provided by the Legislature when the directive went into effect. Some mention was also made of the possibility of the Bureau of Municipal Research and Service at the University of Oregon doing the studies, however, no statement was forthcoming on the suggestion.

The OSEA representatives and the Civil Service group concurred that both were benefitting from the close contact that was being maintained by the OSEA Staff Analyst with the Commission's activities. Appreciation was expressed by Jay Blair, Bob Dahl, Bob Schindler and other members of the committees to Mr. Terry and his associates for the co-operation they extend to OSEA through these contacts.

The meeting was concluded with a note of agreement in the proposal made by the OSEA group that the time has come for the principles of Civil Service to be incorporated into the State Constitution in the interest of protecting the rights of career employees, as well as benefitting the citizens of the State of Oregon.

It was again resolved that this conference was not intended to be a decision-making session, but did establish a means to accomplishing long-range objectives in the interest of the state employees, as well as members of the Association.