OSEA Legislative Program

The Director of the OSEA Law and Legislation Committee, Harold Adams, has announced that the following positions on legislative matters have been proposed by the Law and Legislation Committee pursuant to General Council resolutions and approved by the Board of Directors at its December 19 meeting. Further consideration will be given to legislative matters at the January 23 Board meeting, Adams said, and added that other bills may be introduced and announced in the next issue of the NEWS or by special legislative bulletins.

BILLS TO BE INTRODUCED

COMPENSATION PLAN: Would amend ORS 240.235 and leave to Department of Finance and Administration the financial considerations of the compensation plan by removing the requirement that the Civil Service Commission in establishing the compensation plan must give consideration to "the state's financial condition and policies."

40-HOUR WEEK: Would amend ORS 240.505 to require that the Civil Service rules specify a 40-hour week for all departments of state employment and provide for overtime compensation for time worked in excess thereof, consistent with practices in other public and private employment.

DIFFERENTIAL PAY: Would amend ORS 240.505 to require that the Civil Service rules provide differential pay for employees on irregular work shifts, consistent with practices in other public and private employment.

MILAGE RATE: Would amend ORS 292.250 and 292.260 to change amount permitted to be paid state officers and employees for reimbursement for use of privately owned motor vehicles on official business, from 7c to 10c per mile.

UNEMPLOYMENT COMPENSATION: Would amend ORS 657.065 by striking sub-section (3), which excludes state employees reaching retirement age from having their earnings in state employment counted for establishing unemployment compensation benefits.

RETIREMENT: Would amend several sections of the retirement law to (1) Allow employees joining the system under age 35 to contribute at adjusted rate; (2) Progressively reduce age (70) to which employees may be retained past age 65, one year each year until 1970, when section allowing retention would be repealed; (3) Allow employees retained past age 65 to continue contributing with matching contribution by employer, and (4) Allow disabled employee to receive $400 or more per month in combined job earnings and retirement benefits, depending upon former salary, before deduction in retirement benefit is made.

COLLECTIVE BARGAINING: Tentative bill would permit Civil Service to adopt rules and procedures to determine exclusive employee representative under collective bargaining law.

MEASURES TO BE SUPPORTED

SALARIES: Legislation to provide early implementation of salary plans for unclassified and exempt employees to conform with early implementation of classified employees plan; appropriation to continue salary plans for all employees without reduction during the next biennium, and to provide adjustment funds for improvement of plans during biennium; adequate appropriation for academic employees salary plan.

MEDICAL CONTRIBUTION: OSEA pioneered principle of employer contribution to payment of employee premium for health and accident coverage. Governor Hatfield recommended a start on this program in his budget message and will introduce legislation. Activity may center on Governor's bill.

WORKMEN'S COMPENSATION: Board has authorized Law and Legislation Committee to provide information in support of proper provisions in expected revision of workmen's compensation law.

RETIREMENT: Legislation to amend retirement law to provide that employer contribution be larger than the "matching" provision in the present law.

ANNUITIES: Higher Education bill to provide tax-sheltered annuity program, and bill recommended by Governor Hatfield to enable academic employees to secure retirement annuity benefits through private insurance.

ANNUAL LEGISLATIVE SESSIONS: OSEA favors annual sessions or an intervening budget session to make for more realistic revenue projections and eliminate three year time-lag on state employee salaries.

MISS OREGON JOINS OSEA

Carol Pedersen, Miss Oregon for 1964, is shown getting her OSEA membership card from Field Representative C. D. Johansen in the capitol rotunda. Carol represented Oregon in the Miss America pageant last summer in Atlantic City, New Jersey. She is presently working for the Capitol Guide Service, Travel Information Division, of the Highway Department.

CONSTITUTION & BYLAW CHANGES NEAR ADOPTION

In September the 1964 General Council passed a resolution changing portions of the OSEA constitution and bylaws. Since that time, according to Executive Secretary Thomas C. Enright, 26 chapters have ratified the new document. He said 15 more ratifications are needed before adoption. Significant changes in the proposed document are as follows:

1. **THREE CLASSES OF MEMBERSHIP**
   - A. **ACTIVE:** For persons employed in state service or on authorized leave or retired under provisions of PERS who are not elected by the people nor appointed by the governor or board of control. Dues 90c per month plus chapter dues.
   - B. **ASSOCIATE:** Persons on authorized leave; separated from state service and on a layoff list; elected by the people or appointed by the governor or board of control. This membership does not contain the right to vote or hold office. Dues 90c per month plus chapter dues.
   - C. **RETIRED:** For persons who were eligible for membership while employed in state service and have retired under provisions of PERS. This membership does not contain the right to vote or hold office. Dues $1 per year.
2. Provision for the possibilty of establishment of a retired member chapter or chapters.
3. Proxy voting at general council has been abolished.
4. Alternate delegates may now be used for portions of general council with a practical limitation of one-half day minimum.
5. All nine districts will now have a delegate-at-large at general council regardless of whether each respective district has re-elected its district director or elected a new district director.
6. Association past presidents are now permanent delegates to the general council with all rights and priveleges of delegates.
7. Elections for chapter officers, delegates and alternates shall be held prior to October 1 each year to serve a one year term from October 1 to the following September 30. The results of such elections shall be certified to headquarters not later than October 5.

Public Employee Awards Due

For the second straight year, the Oregon Junior Chamber of Commerce, in cooperation with the Oregon State Employees Association, will honor the Three Outstanding Young Public Employees of Oregon with appropriate recognition on January 30. The three public employees selected will be honored for the contributions they have made to their work or profession and to the general welfare of the public.

Any young person between the ages of 21 through 35, who has not reached his 36th birthday during 1964 is eligible for the award if he is employed by a city, county or state government and holds a non-elective position. The purpose of the award is not only to honor the recipients but to stimulate government employees to strive for improvements in their field and to work more diligently with the public.

ORDER OF PIN

The following members have been honored for their recruiting efforts during 1964. In order to qualify for the Order of Pin, at least ten new members must be signed.

Name	Chapter	Amount
CROSS, SUSIE	28	55
MORTON, MURIEL	86	53
BENINGER, DONALD	57	51
LAFOND, FRANK	35	28
DRAKE, JOHN	64	20
TALL, CARL	95	18
BOYER, WINDELL	29	16
McMORRIS, CLETA	29	16
SULLIVANT, BERNICE	19	14
EGAN, ADELE	1	12
MARKSON, R. L.	87	11
MARSHALL, BETH	26	11
REYNOLDS, CLAUDETTE	26	11
VANCE, JANET	40	11
BORDE, FERN	29	10
JOHNSON, MARIAN	29	10
NEWMAN, DORA	81	10
WILLIAMS, THEODORA	35	10

Chapters having members eligible for the Order of Pin should send their names to headquarters so that they might receive their awards.

PUBLIC EMPLOYEE UNIONS MAKE NEWS

Three public employee unions—one in California and two in New York—have made headlines recently as a result of problems involving internal conflicts and labor disputes.

The California Employees Union has been placed in trusteeship according to Jerry Wurf, AFSCME international president of the AFL-CIO affiliated union. His report, issued December 10, said the California union has been divested of its authority to act independently.

The action apparently stems from activities of former director John Zancanaro who has been calling for local units to drop AFL-CIO affiliation and join the "California Council of Public Employees," an unaffiliated organization.

Official reports of payroll deduction, issued by California State Controller Allen Cranston, indicate Zancanaro's actions have met with some success. In an unsigned statement issued early in December, Zancanaro gave two reasons for his action.

First, he charged that the international union dropped its sponsorship of a disability insurance program "without even informing anyone." Secondly, he claimed the international has "taken the unconstitutional position that all state employee local unions in California must either pay to them in Washington, D.C., over $180,000 or pay $1 per member per month. These actions are nothing short of robbery and blackmail," Zancanaro said.

In New York, two public employee unions defied a New York State Supreme Court order and voted to call a srike against the New York City Welfare Department on January 4. The strike is two weeks old with no settlement in sight.

The unions involved in the dispute are the Social Service Employees Union and Local 371, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO. Both unions initiated strike action despite a New York state law which prohibits, under threat of dismissal, strikes by public employees.