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NAME	YEARS OF SERVICE	LAST EMPLOYER
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Marjorie M. Bennette (Monmouth)	16	Higher Education
Maude Bowen (Eugene)	18	Motor Vehicles
Helen M. Gilliland (Salem)	9	Higher Education
Elizabeth H. Harris (La Grande)	28	Higher Education
Idwal R. Jones (Corvallis)	40	Higher Education
Jacobina Judd (Salem)	18	Employment
Sherman D. Keeler (Charleston)	13	Highway
Delbert A. King (Silverton)	15	Correctional Institution
Harry M. Mombert (Salem)	7	Forestry
Richard M. Moore (Metolius)	16	Highway
Forrest E. Munter (Albany)	22	Highway
Alvin W. Norby (La Grande)	36	Highway
Wilma I. Norton (Salem)	24	Fairview Home
Waible E. Patton (Pendleton)	14	EOSH
Myrtle Priefert (Corvallis)	23	Higher Education
Victor N. Rigby (Portland)	10	Motor Vehicles
Paul T. Rowell (Salem)	12	Agriculture
Chester W. Seely (Portland)	9	Higher Education
Ella M. Smith (Glide)	22	Game Commission
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Virgil A. Wattell (Ashland)	5	Higher Education

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Oregon State Employees Association

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Floyd B. McNeilly, Box A, Pendleton. EOSH Chapter 52, Eastern Oregon State Hospital.

Marion O. Pierce, Bates, Oregon. John Day Chapter 13, State Highway Department.

From the...
Executive Secretary

Testimony at the August 23 Civil Service Commission hearing on its proposed rule governing selection and certification of collective bargaining representatives for classified employees contained few surprises, unless perhaps one might have been surprised that there was much less opposition to the proposal than might have been expected. This is a tribute to the effective work and consideration given to the

matter by the Civil Service Commission and its staff.

It is understandable that organized labor, which has met with little success in attempting to organize state employees, would seek to convince the commission that bargaining in an agency should take place in a number of small units, rather than having one organization representing all of the employees of an appointing authority. The unions do not have, and probably do not expect to have, sufficient members in any agency to win an agency-wide election. If they were able to get their little pockets of membership (totalling about 300 in all of the state service as compared to OSEA's 13,500) set up in separate units, they could receive more recognition than warranted by their membership, with the possibility of picking up a few more members.

Entitled to much more consideration was the desire of some professional employees, mainly engineers, to be excluded from bargaining units made up primarily of nonprofessionals. The Federal collective bargaining rules state that professionals and nonprofessionals shall not be included in the same unit unless a majority of the professionals vote for inclusion. The position of the engineers has a history in private industry, where they have long fought against inclusion in bargaining units requiring labor union membership.

Although it is OSEA's desire to represent the professionals in their purely employment relations, a function which we think OSEA is in the best position to perform, we would agree that an exception of the Federal type should be considered if accomplished by a definition or limitation that would confine the exception to legitimate professions such as engineers, and not extend it to every occupational group which in this day of loose use of the term "profession" chooses to characterize itself as professional.

A sour note was introduced in the hearing by the spokesman for organized labor, obviously still smarting over the passage of OSEA's bill (HB 1688) placing supervision of collective bargaining under Civil Service instead of labor's bill which would have put it under the Bureau of Labor. In questioning the competency of the Civil Service staff in the field of collective bargaining, it was evident that labor makes little attempt to differentiate between the natures of public and private employment and apparently thinks public collective bargaining should be a copy of bargaining in private industry. Admitting that Civil Service does not possess the same amount of knowledge of private industry collective bargaining practices as the labor unions, organized labor has consistently shown that it is highly deficient in knowledge of the nature and structure of state employment.

The Civil Service Commission will study the testimony and written matter given at the hearing and may hold another hearing before officially adopting a rule. We feel that on the basis of the August 23 hearing, there is little justification for substantial changes in the proposed rule. We congratulate the Commission for a job well done.

COLL. BARGAINING

(Continued from Page 1)

called "a competent job of drafting the new rule."

In voicing his vigorous objections to the new rules, George Brown of the AFL-CIO declared that the Civil Service Commission and Director Melvin H. Cleveland may be "prejudiced" against collective bargaining since they opposed the law which directs the commission to establish bargaining rules.

Brown charged that Cleveland has had no experience in labor relations, and suggested that the rules be established by an "independent agency."

Much of the opposition to the rules came from the representatives of professional groups such as engineers, nurses and physical therapists. The representatives said their members objected to being grouped with other employees of a state agency into a single bargaining unit.

The 1963 Legislature passed a bill authorizing collective bargaining between state agencies and employees, but nothing came of it until earlier this year when Attorney General Robert Y. Thornton ruled that the law meant collective bargaining within the state was mandatory, and not merely permissive.

Thornton's opinion gave added impetus to an OSEA-written bill, passed by the 1965 Legislature, requiring the Civil Service Commission to establish the rules of collective bargaining.

Correspondence

Salem, Oregon

Standard Insurance Company
ATTN: Donald G. Olds
OSEA Insurance Manager

Dear Mr. Olds:

I have been associated with the insurance industry for several years in Great Britain as well as the Oregon State Industrial Accident Commission for six years, so I am reasonably familiar with claims procedures. When I consider that I submitted two claims to the O.S.E.A. office in Salem at approximately 11:00 a.m. on July 1, 1965 and received your payment by mail on July 3, 1965, I am absolutely astounded. It would appear to me that your organization has reached the optimum of claims management efficiency and are to be congratulated accordingly.

My sincere thanks to you for this extraordinary service.

Sincerely yours,
Louis Horn

Correspondence

House of Representatives
Salem, Oregon
August 2, 1965The Editor
Oregon State Employee News
1515 State Street
Salem, Oregon
Dear Sir:

I assume that you will rectify a mistake made in reporting my voting record the last legislative session to your membership. I voted in favor of H.B. 1167 when it returned from the Senate with the administrative snafu corrected. Your report has me as a negative vote when this was not the case as I did vote in favor of this measure on final passage. With this correction your summary should indicate that I had only two "unfavorable" votes rather than the four that you had me listed with; somebody forgot to count.

You should be commended for listing voting records for your members so that they have some basis of judgment in evaluating candidates, but you should do this as accurately as possible.

Very truly yours,
Shirley A. Field
State Representative

Editor's Note: The votes listed in the chart in the July issue of the NEWS regarding HB 1167, the apprenticeship bill, were on the first House vote on the bill. After the Senate amended and passed the bill, it was returned to the House for concurrence. At this time three representatives, Miss Field and Reps. Bateson and Harlan, who had previously voted against the bill, voted for its passage. Miss Field's remaining three "unfavorable" votes were her negative votes on HB 1509 and 1566, and her vote for HB 1540, the holiday bill.

American Red Cross
Salem, Oregon
August 13, 1965Dale E. Leach
Editor
Oregon State Employee News
1515 State Street
Salem, Oregon

Dear Mr. Leach:

This is to express to Assistant District Director of District No. 2 Edward J. Euker and other members of the Oregon State Employees Association our gratitude for the fine cooperation given the Red Cross blood drawing held in the Capitol on July 30. Since July, 1960 the association has sponsored nine separate drawings, most of them producing well over 100 units of life-giving blood. By actual count, 982 pints have been collected and

The need for blood grows every year. It takes 12, 15, and sometimes 20 pints of blood to prime the pump used in heart operations and eight pints to prime the artificial kidney machine. Bleeding ulcer cases have been known to require 40 units. Your spirit of giving for such life-saving procedures exemplifies a traditional American spirit of good neighborliness.

Governor Mark O. Hatfield has asked us to express his personal appreciation for the humane and public spirited contribution of state employees to the Red Cross blood program.

Sincerely yours,
James C. Cheatham
Chairman
Willamette Chapter
American Red Cross