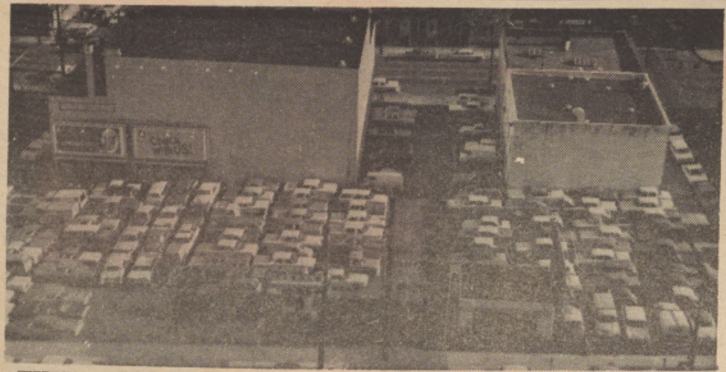

THIS CITY BLOCK IN DOWNTOWN PORTLAND is the site of a proposed parking facility for employees at the State Office Building. The three buildings will be razed and a five story structure will be constructed with parking spaces for 500 cars. The block is bounded by Columbia, Clay, Third and Fourth Streets.

Portland Parking Facility Awaits Federal Approval

Land acquisition for a five story, 500 car parking structure to be constructed directly east of the Portland State Office Building will begin as soon as approval of the project is given by the Federal government, according to Robert C. Elgin, Real Property Supervisor for the Department of Finance and Administration. He said government approval is expected early in 1966.

Elgin said Federal approval is required because the parking facility will be built on land which is part of Portland's South Auditorium Urban Renewal Project. The structure will cover one square block bounded by Columbia and Clay Streets and Third and Fourth Avenues.

Elgin said if the state receives approval in January, construction bids will be let in July. The time required to build the facility is estimated at nine months. That would place the completion date in April of 1967.

According to Elgin, 200 parking spaces in the ramp-type, open-deck building will be used to house the Portland Motor Pool. The other 300 spaces will be rented to state employees and used for public parking.

Cost of the parking spaces has not yet been determined. Elgin estimated the cost at between $10 and $15 per month, but said the exact figure would depend upon the overall cost of the project.

Financing costs will be amortized from the rents paid by the motor pool operation and revenue from parking fees.

HB 1048, passed by the 1965 Legislature, authorized $1.5 million for the project. Passage of the bill, vigorously supported by OSEA, climaxed five years of work by an employee committee at the state office building. The committee was headed by Katie Walker, a member of OSEA Mercury Chapter 39.

OSEA Opposes Fee Increase

OSEA was the only employee organization which flatly opposed a recommendation by the Oregon State Bar that the maximum amount attorneys could charge injured workmen in compensation appeal cases be increased from $750 to $2,500 at a hearing before the State Workmen's Compensation Board held at the Capitol on December 8.

Executive Secretary Thomas C. Enright, who testified that OSEA represents more than 14,000 members who are covered by the workmen's compensation law, said that the Bar had shown no need for an increase in attorney fees.

He said because attorney fees in compensation cases are based on a percentage of the increased compensation secured by the claimant on an appeal, recent increases in compensation benefits constitute a "built-in" increase in the fees of attorneys.

In response to a question as to whether there were many state employees who are engaged in the kinds of work where employees receive serious injuries and whose cases would involve "maximum" fees, Enright said that state employees in the various departments are engaged in occupations ranging from the most hazardous to the safest.

He cited the case of one agency where there was one accident claim for every five employees in a year's time.

Representatives of organized labor questioned the increase in the maximum attorney fee but conceded it might be acceptable if it was necessary in order for injured workmen to receive the best of legal representation.

A representative of one union, following a remark by Enright that the Supreme Court had approved employee organizations furnishing legal representation by staff attorneys as part of its membership services and that fees that were too high could lead to this type of organization practice, said that his organization has been considering such a plan.

Use Your Zip Code

New rules governing the use of zip codes will be put into effect by the Post Office Department on January 1, 1966. Membership Secretary Eleanor Shyrock has requested chapter secretaries and OSEA members to list zip codes on all enrollment and change of address forms sent to headquarters.

Turkey Shoot Enrolls 160

OSEA members participating in the Holiday Turkey Shoot membership drive have enrolled 160 new members into the ranks of the association in the first six weeks of the contest and in the process have won 32 free holiday turkeys, according to Membership Secretary Eleanor Shryock. The drive still has two weeks to run.

Membership Director Dale E. Sturmer said any member of OSEA who enrolls five new members will receive a certificate for a 12 to 14 pound turkey. The certificates are redeemable at any Safeway store in Oregon.

According to Sturmer, credit for new members enrolled is transferable. For example, he said, two or more solicitors who are unable to enroll the required five members may pool their new member credits to win a turkey.

The limit is two certificates per member. The contest ends January 5, 1966.

Watch For Reprint Of New Collective Bargaining Rules In January Issue

Board Elects New Officers

The OSEA Board of Directors elected insurance Director R. Floyd Baxter to the position of Chairman of the Board of OSEA Services, Inc., at its December 11 meeting in Salem.

Executive Secretary Thomas C. Enright was re-elected to his third term as president of the corporation.

Former Insurance Director John M. Schoonover was elected to fill Baxter's vacancy on the Board of Directors. He was elected to a four year term. Also elected to the board was William J. Schalk.

Other members of OSEA Services, Inc., Board of Directors are Donald E. Armstrong, Wesley J. Robinson and Donald E. Roddy.

CSC Produces Film On PERS

An instructional film which describes the basic features of the Public Employees Retirement System has been completed by the Civil Service Commission.

Production of the film fulfills an OSEA retirement resolution adopted by delegates to the 1964 General Council.

The commission plans to circulate three copies of the film among state agencies on a first come, first served basis. In addition, agencies may purchase copies at a cost of approximately $20.

NEW HEARING AIDS WERE PRESENTED to five children at the Oregon State School for the Deaf by the Sonotone Corporation and OSEA on December 13. The youngsters are, left to right, Julie Colbertson, Tammy Tadlock, Mike Ebbeson and Lyle Petty. Standing, Doris Martin, Ross L. Carroll, District Manager for Sonotone; M. B. Clatterbuck, School Superintendent, and A. R. Panissidi. Mrs. Martin and Panissidi are the co-chairmen of the OSEA hearing aid fund drive.

Students Receive New Hearing Aids

Christmas arrived early for five young students at the Oregon State School for the Deaf on December 14 when they were presented with new hearing aids by the Sonotone Corporation of Elmsford, New York. The hearing devices were presented in cooperation with a statewide hearing aid drive conducted by the Oregon State Employees Association.

Representing Sonotone at the ceremony was District Manager Ross L. Carroll of Salem. OSEA was represented by Mrs. Doris Martin, President of Marion Chapter 18, and A. R. Panissidi, Past-President of Capitol Chapter 19. They are co-chairmen of the hearing aid drive.

Sonotone made the hearing aids available to the children at the school after being contacted by OSEA. Since 1954, the corporation has donated hundreds of hearing aids to youngsters throughout the nation.

OSEA's statewide campaign to collect cash donations and repairable hearing aids started in March of this year after it was learned that the school does not permit students to use state-owned hearing aids during the summer months when school is not in session.

Over $1,450 in cash, 120 repairable hearing aids and some 4 pounds of parts have been donated by Oregonians and local OSEA chapters throughout the state since the project started. The money will be used to repair the used hearing aids and to provide for future maintenance.

Stiles Scrutinizes 10th Annual Civil Service Salary Survey

(Editor's Note: The Oregon Civil Service Commission issued its annual Salary and Wage Survey Report on December 1. The following analysis of the report was written by OSEA Wage and Salary Analyst Everett B. Stiles for the NEWS.)

The recent wage and salary survey published by the Civil Service Commission states that present salary ranges for most of the surveyed Civil Service classes are lower than the rates now being paid in Oregon by other employers.

This is quite significant when one considers the fact that these findings were developed from salary data collected during September and October of this year. Already these data have undoubtedly changed. The salaries paid by private industry within Oregon have been increasing at approximately three per cent per year. This trend has been very constant over the past three to four years, and there is no need to believe it is about to change.

Yet the findings of this survey will be used to prepare July, 1966 recommended adjustments to the compensation plan. The federal government only recently received substantial salary adjustments, and these are not reflected in the commission's salary survey.

In December of 1964, Melvin H. Cleveland, Director of Civil Service, presented a report to the Legislative Fiscal Orientation in which he said, "over 75 per cent of the present salary ranges for surveyed Civil Service classes are lower than the rates being paid within the state by other employers." Since that time, the legislature appropriated a substantial sum of money to implement a new compensation plan. The survey stated that "while our salary position is not critical, the general trend that is apparent must be viewed with some concern." It should be noted that in ten months time Oregon's competitive salary position once again finds itself paralleling that of a year ago. Until some method of projecting salaries is established when developing a compensation plan, this will continue to be the case. Otherwise there is no means for keeping abreast of the rising economy and overcoming the time lag between the collection of salary data and the implementation of a new pay plan.

The results of the present survey also show the situation created when a compensation plan is adopted in which the maximum salary rate for a classification is established at or near the average rate being paid in private employment. As a result of this approach, in 40 per cent of the classifications surveyed the median rate being paid by Oregon's private and public employers is within $10 of the maximum salary rate established by the existing Civil Service Compensation plan. Furthermore, in 26 per cent of the survey classes the median rate for other employment exceeds the present pay plan maximum. In the latter situation, it is not possible for a state employee under any circumstance to be paid the average prevailing rate.

As long as salary ranges continue to be developed in this manner, only those individuals who have been in their jobs from three and one-half to six years will be able to attain the average rate being paid in private industry, which is developed from individuals with varying lengths of tenure. To be in a competitive position the private industry average rate should at least fall near the midpoint of the salary range when a pay plan is established.

In the area of fringe benefits, Oregon is generally competitive with other employers, with the exception of employer-paid group insurance for employees. Recent surveys conducted in Oregon show nearly 75 per cent of the private employers are contributing either all or some portion of the employees group health and medical insurance. At the present time there are 19 states contributing a substantial portion of employees medical insurance premiums. Five states pay the entire amount. Federal government employees enjoy this benefit as well as employees of many cities and counties throughout Oregon.

With 18 months remaining in the biennium and salaries falling further behind each month, it is apparent the salary survey findings must be viewed with the utmost concern. Every effort must be made to develop a system whereby salary recommendations, when adopted in a compensation plan, will allow the State of Oregon to remain competitive in all facets of renumeration.