



OSEA Protest Will Get CSC Investigation

A protest by OSEA that some state agencies are excluding an excessive number of state employees from collective negotiating units will be acted upon by the Civil Service Commission, according to Chairman John M. Fulton.

The action by Civil Service will begin with an investigation of the positions occupied by the excluded employees and is expected to include a public hearing and a decision by the commission as to which employees may be properly excluded.

The investigation and other action by the commission is authorized by Civil Service rule 82-100, which provides that consideration shall be given to all complaints that concern administration of the Civil Service law and rules.

The collective negotiation rule provides that an employee may appeal his exclusion from a unit, but OSEA Executive Secretary Thomas C. Enright told the commission that he would not advise employees to file personal appeals, arguing that an employee should not be required to "stick his neck out" to contest an employer determination which would affect other employees in addition to himself.

Citing the lists posted by the Oregon State Hospital, Fairview Hospital and Training Center, Public Utilities Commission and the Board of Health, Enright said that some personnel officers appear to be confused in their interpretation of the exclusion rule. He said that a formal interpretation by Civil Service is needed to establish "guidelines" to assure proper determinations.

"The rule provides that supervisory or managerial employees who are designated by the appointing authority to assist, advise or represent them may be excluded from negotiating units. The clause must be read as a whole, not by paying attention to only the first three words and jumping to a conclusion that all supervisory and managerial employees are to be excluded, regardless of whether or not they will participate in collective negotiation as part of the management negotiating team," Enright declared.

Deadline Near For Scholarship Funds

OSEA Scholarship Committee Chairman Jack D. Morton has reminded all chapters that the deadline for submitting scholarship contributions is April 15.

Morton said candidates for association scholarships would not be eligible for an award unless the chapter from which they were applying had contributed to the scholarship fund.

Morton said a total of 89 applications for scholarships and grants-in-aid for the 1966-67 school year have been received from every area of the state.

Collective Bargaining Elections Scheduled In 16 State Agencies

MONDAY, MARCH 28

State Treasury Department, 10:00 a.m. to 12:00 a.m., 105 State Capitol Building, Salem.

TUESDAY, MARCH 29

State Treasury Department, 1:00 p.m. to 2:00 p.m., 602 State Office Building, Portland.

Public Employees Retirement Board, 3:00 p.m. to 5:00 p.m., 441 State Office Building, Portland.

WEDNESDAY, MARCH 30

Dammasch State Hospital, 6:30 a.m. to 8:00 a.m. and 2:30 p.m. to 4:30 p.m., Dammasch State Hospital Library, Wilsonville.

University of Oregon Dental School, 10:00 a.m. to 12:00 a.m., 606 Dental School Building, Portland.

THURSDAY, MARCH 31

Department of Veterans' Affairs, 10:00 a.m. to 12:00 a.m., 201 Conference Room, State Finance Building, Salem.

Public Utilities Commission, 2:00 p.m. to 4:00 p.m., 101 Public Service Building, Salem.

FRIDAY, APRIL 1

Hillcrest School of Oregon, 6:30 a.m. to 8:00 a.m. and 2:00 p.m. to 4:00 p.m., Main Floor Administration Building, Hillcrest School, Salem.

TUESDAY, APRIL 5

Oregon State Hospital, 6:30 a.m. to 8:30 a.m. and 1:00 p.m. to 4:00 p.m., First Floor Administration Building, Oregon State Hospital, Salem.

THURSDAY, APRIL 7

Fairview Hospital and Training Center, 6:30 a.m. to 8:00 a.m. and 2:30 p.m. to 3:30 p.m., Second Floor Conference Room, Prigg Cottage, Salem.

FRIDAY, APRIL 8

Fairview Hospital and Training Center, 6:30 a.m. to 8:00 a.m. and 1:00 p.m. to 4:00 p.m., 13 Administration Building, Fairview, Salem.

MONDAY, APRIL 11

MacLaren School for Boys, 7:30 a.m. to 8:30 a.m. and 2:00 p.m. to 4:00 p.m., Whitaker Building Conference Room, MacLaren School, Woodburn.

TUESDAY, APRIL 12

Columbia Park State Home, 3:00 p.m. to 4:30 p.m., Director of Nursing Office, First Floor Health Building, Columbia Park Home, The Dalles.

Board of Health, 1:00 p.m. to 3:30 p.m., 540 State Office Building, Portland.

WEDNESDAY, APRIL 13

Columbia Park State Home, 7:00 a.m. to 8:00 a.m., Director of Nursing Office, First Floor Health Building, Columbia Park Home, The Dalles.

THURSDAY, APRIL 14

Motor Vehicles Department, 1:30 p.m. to 4:30 p.m., Upstairs Conference Room, Motor Vehicles Building, Salem.

FRIDAY, APRIL 15

State Compensation Department, 2:00 p.m. to 4:30 p.m., Room 302, Labor and Industries Building, Salem.

THURSDAY, APRIL 28

Department of Employment, 2:00 p.m. to 4:30 p.m., Room 401, Labor and Industries Building, Salem.

FRIDAY, APRIL 29

Department of Forestry, 8:00 a.m. to 10:00 a.m., Second Floor, Forestry Building, 2600 State Street, Salem.

OSEA Backs Plan For Special Session To Adjust Salaries

The Oregon State Employees Association has endorsed a recommendation by two leading legislators that a special legislative session be held to deal with financial emergencies which have arisen, including state employee salary and hiring problems brought about by inadequate funding of the state's pay plan by the 1965 legislature in its regular session.

OSEA Studies Joint Contract

The State Highway Department has granted a request by engineering employees of the department who are affiliated with the Association of Engineering Employees of Oregon for a separate negotiating unit composed of "engineering and allied employees."

Harold W. Adams, Chairman of the OSEA Employment Relations Committee, said that the association does not intend to protest the granting of the separate unit.

He said that his committee's decision came after meetings between OSEA and AEE representatives in which it was tentatively agreed that the two organizations will file a petition to jointly represent the engineering employees.

"Our staff is presently working on a contract that will provide for joint OSEA-AEE representation, in which the engineering association will speak for the employees on professional matters and OSEA will handle matters of application to all employees. This mutual assistance agreement should benefit both organizations," Adams said.

If the two organizations are unable to agree on the joint representation plan, it is possible that they would compete in an election to represent the engineering employees, but spokesmen felt that such an impasse is unlikely.

Committee Sets Retirement Meet

Plans for a spring meeting of the continuing Public Employees Retirement Conference will be made in Salem on April 12 at a meeting of the conference steering committee.

The first conference, which was held in Salem on October 16, appointed the steering committee and authorized it to make a study of ways to improve the PERS.

A proposal to change the employer's contribution towards retirement benefits from that of "matching money" to one based on a fixed benefit formula has gained the enthusiastic support of the public employee and employer groups who are members of the committee.

The proposal was made by OSEA Director of Retirement Jerry Liebertz and his committee. It is expected to gain the support of the full conference.

Besides discussing the OSEA proposal, conference members will also develop plans to hold statewide meetings with legislators in an effort to inform them of the retirement proposal.

Representative Stafford Hansell, Chairman of the Ways and Means Committee, and Senator Lynn Newbry, influential member of the same committee, on March 14 recommended the special session because of an unexpected financial problem in connection with state aid to community colleges and pay raises for state employees.

In a letter to Governor Mark O. Hatfield, OSEA Executive Secretary Thomas C. Enright said measures should also be taken at the special session to adjust the salaries of the state's classified and unclassified employees to a position of comparability with private industry and other governmental units.

"The salaries of state employees, according to research by our wage and salary analyst, now lag behind private industry and other governmental units to the same extent they did at the time of the salary adjustment by the Emergency Board in December of 1964 and the continuation of the pay plan by the legislature in 1965," Enright said.

He said that the appropriation made to the Emergency Board by the 1965 legislature for emergency salary adjustments in July, 1966 is expected to take care of some critical needs. "However," Enright continued, "a general salary increase of at least one step in salary ranges is required for all employees if the state is to approach comparability with other employers in Oregon."

Enright said that emergency adjustment recommendations which will be made by OSEA to the Civil Service Commission at its salary hearing in May are estimated to cost \$2,534,000 for all agencies.

The cost of a one-step increase for all classified and unclassified employees is estimated at \$6.9 million, he said.

Enright pointed out that Freeman Holmer, Director of the Department of Finance and Administration, estimated that the state will collect \$12.7 million more in income taxes this year than was predicted when the legislature was in session last year.

"Financial experts are of the opinion that Holmer's predictions are low and will be exceeded, but even \$12.7 million would more than take care of the salary adjustments we have recommended and the other financial needs brought out at the Emergency Board hearing," Enright said.

The subject of a special legislative session was first mentioned at a meeting of the Emergency Board. Senator Lynn Newbry, commenting on the shortage of money needed to put into effect a new pay plan last July, said "apparently we just got a little too tight."