

\$2.6 Million Price Tag...

OSEA Recommends Salary Adjustments

Salary increases for more than 40 percent of the state's classified positions have been recommended to the Civil Service Commission by OSEA. The recommended increases range from one to three steps and will cost approximately \$2.6 million to implement. The commission will hold public hearings on the increases in May, and after the compensation plan is approved, will request the Emergency Board to release the funds.

The 1965 legislature appropriated \$1.3 million in general funds to the Emergency Board and earmarked a like amount to be spent by the dedicated fund agencies for salary adjustments after July 1, 1966.

The bill appropriating the money states the funds are to be used for adjusting those classifications which have fallen furthest behind. It was not the legislative intent to give across the board salary increases to all state employees during the mid-biennium.

OSEA Wage and Salary Analyst Everett B. Stiles, in making the recommendations to the Civil Service Commission, said "the present salary picture in the State of Oregon is no better today than it was prior to the last salary plan."

Stiles said that Melvin H. Cleveland, Director of Civil Service, stated in December, 1964 that over 75 per cent of the state salary ranges for the surveyed Civil Service classes were lower than the rates being paid within the state by other employers. In December, 1965 Cleveland made almost the same statement in his annual report.

"It is evident that the 1965-67 compensation plan was deficient," Stiles said, "otherwise the state would not be back in the same position."

In his salary recommendations, Stiles said every available statistic regarding salary increases justified granting at least a one-step increase to all state employees.

"I am reluctant to confine my salary adjustment recommendations to only 40 per cent of the state's working force when the need for an across the board increase for all employees is so apparent," he said.

The idea of a mid-biennium salary adjustment fund has much merit, Stiles said, but added that in the future "a more realistic sum of money must be allocated by the legislature if we are ever to correct the inequities that arise out of the time lag between the annual Civil Service salary survey, the commission's recommendations to the legislature and the legislature's implementation of the salary plan.

"We can only approach the task of salary administration by the inadequate 'finger in the dike' method as long as the legislature continues to appropriate such meager amounts of money for salary increases," Stiles said.

He pointed out that even if the legislative intent had been to grant across the board salary increases to all state employees, if the allocated money was divided equally each employee would receive \$8.17 per month.

"Salary inequities now exist in nearly all classifications, and in many classes the discrepancies are becoming worse," he declared.

He pointed out that private salaries are increasing in Oregon at about three per cent per year. In addition, the Federal Pay Acts of 1962 and 1964 have resulted in major salary changes for federal employees.

"These two federal adjustments have resulted in an average 16 per cent increase to all federal employees with advances up to 39 per cent in the highest grades. Federal employees were given an additional increase in October, 1965. Congress is presently considering an additional adjustment of from two to three per cent for most federal employees," he said.

The cost of living is also on the rise, Stiles said. "The Consumer Price Index has risen in excess of three per cent per year over the past four years in Oregon, or a 12 per cent increase since 1962. During 1965, the index rose 1.8 per cent nationally; in Oregon, the increase was three percent."

"I want to emphasize the fact that these salary increases will by no means bring the state's pay ranges into line with other public and private employers," Stiles said.

"Until the Oregon Legislature assumes the responsibility of appropriating sufficient funds, state salaries will continue to fall behind."

Primary Election Set For May 24th

This year's primary election in Oregon will be held Tuesday, May 24. In previous years the primary election was held on the third Friday in May, but the 1965 legislature amended the election laws, making the fourth Tuesday in May the primary election date.

The general election will be held on Tuesday, November 8.

Voter registration for the May primary must be completed by no later than 8:00 p.m., Saturday, April 23.

Enroll Now For Medicare

The deadline to enroll for Medicare is March 31, and everyone 65 or older is urged to sign up now for both parts of the plan. You may sign up whether you are actively employed or retired.

Failure to sign up by March 31 will make it impossible to enroll in Medicare until the next general enrollment period---October 1, 1967 to December 31, 1967--- and the monthly payment may be higher by that time.

Remember that Medicare does not go into effect until July, so do not cancel your present health insurance. To sign up, contact your district Social Security office.

'CoverAge 65' To Supplement Medicare Plan

"CoverAge 65," a new low-cost medical-hospital insurance plan designed to supplement the benefits offered by Medicare, is now available from Blue Cross of Oregon according to OSEA Insurance Manager Donald G. Olds.

Olds said any member of the OSEA-Blue Cross medical-hospital group plan who is 65 or older has two choices: he may continue in the group plan or he may convert, effective July 1, 1966, to Blue Cross' new CoverAge 65 plan.

"CoverAge 65 has four main advantages," Olds said. "The first is that it will pay the \$40 deductible required by Medicare when hospitalized."

It will also pay \$10 per day from the 61st to the 90th day of hospitalization, he said. Medicare has a \$10 per day deductible during this period of hospitalization.

Olds said CoverAge 65 will pay for hospital out-patient services for minor surgery and accident treatment within 72 hours of an accident.

"Finally, the Blue Cross plan pays \$3 towards medical or surgical expense each day of hospitalization up to \$270 maximum each calendar year," he said.

Olds said the cost of the plan is \$10.50 quarterly.

Strike Draws Stiff Fines, Jail Terms

Thirty public school teachers in Newark, New Jersey who went on strike last month in defiance of a court injunction have been given stiff fines and suspended jail sentences by a Superior Court judge.

"If we are to have an orderly society, public employees must seek redress for their grievances within the framework afforded them under the law," Judge Nelson K. Mintz said.

Mintz, who called the strike an "incredible spectacle of open defiance of the law," issued fines totaling \$19,500 and placed the defendants on probation for one year. He warned that failure to pay the fines within 30 days would be a violation of parole. Most of the fines were \$500 apiece.

Four members of the Newark Teachers Association, which led the strike in a wage dispute with the city, also were fined.

OSEA Enters Case...

Legal Briefs Sought In Bargaining Suit

Legal counsel for the State Civil Service Commission, defendants in a suit by the Oregon AFL-CIO which seeks to have the 1965 collective negotiation procedures law declared unconstitutional and the Civil Service rules adopted in accordance with the law voided, and OSEA, which has been granted leave to intervene in the suit to defend the law, this week will file briefs with the Multnomah County Court in behalf of their legal positions.

A panel of three circuit court judges who recently heard an assistant of the Attorney General, representing the commission, and counsel for OSEA argue that the union suit should be dismissed because it did not state a justiciable controversy, gave the AFL-CIO attorney 10 days in which to file a brief, and the defendant and intervenor another 10 days in which to file their briefs.

It is uncertain at this time whether the panel of judges will make a decision on the basis of the complaint and answer in the suit, and the legal briefs, or call for further oral argument and introduction of evidence.

Thomas C. Enright, legal counsel for OSEA, said that the first defense submitted by the Attorney General's office and agreed to by OSEA, is that the AFL-CIO

complaint merely states that it may be hurt by the collective negotiation law and rule but that no damage to the unions was pleaded or shown.

"The courts are reluctant to grant judgments which are merely advisory and before the fact of any injury," he said.

The Supreme Court of the State of Washington recently set aside an injunction granted by a lower court, ruling on an appeal that a complaint filed by the Washington State Employees Association in an attempt to have that state's collective bargaining law declared unconstitutional, did not state a justiciable controversy for the same reasons presented in the Civil Service Commission and OSEA briefs. The Washington court made a similar ruling in a 1964 case.

If the defense of lack of justiciable controversy is not sustained, the defendant and intervenor will defend the case on the basis that the 1965 law is not an unconstitutional legislative delegation of authority to the Civil Service Commission and that the contested rules were properly adopted.

An appeal to the Oregon Supreme Court may follow any decision which is reached by the circuit court panel.



STATE REPRESENTATIVE CORNELIUS C. BATESON, who is a candidate this year for the state senate, was invited by Capitol Chapter 19 to speak on state employee legislation at the chapter's March meeting. Shown talking to Bateson after the meeting are President W. J. LaClair, Bateson, Secretary Gloria Corry, Treasurer Martha Turner and Vice-President R. L. Reimann.



A STRATEGY MEETING of the Employment Relations Committee and the OSEA staff to discuss the latest developments in collective bargaining was held in Salem recently. The committee is composed of Harold W. Adams, Chairman; James G. Fisher, Franklin G. Reynolds and John W. Gordon. Gordon was recently appointed to the committee to replace Clint Lammers.

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