

General Council Resolutions Committee Progress Report

(Editor's Note: At the OSEA Board of Directors meeting in Salem on December 11, President R.M. "Hoad" Smith assigned 29 resolutions adopted by delegates to the

1965 General Council to the OSEA Standing Committees. A progress report on the resolutions is listed below under the committee to which each has been assigned.)

- CONSERVATION AND FORESTRY (Cont.)**
- Public Recreation Director \$600-\$745
Seismic Observer - \$440-\$500
Senior Aquatic Biologist 1 (Fish) - \$550-\$685
State Planner 1 - \$460-\$575
State Planner 2 - \$575-\$715

PROMOTIONAL EXAMINATIONS

The examinations below are open for promotion within a department or institution. Those designated by SW are also open for state-wide promotion.

- CLERICAL - FISCAL - ADMINISTRATIVE**
- Clerk 2 - \$265-\$342
Clerk 3 - \$326-\$420
Clerk 4 (T) SW only - \$360-\$460
Secretary 4 (Stenographer & Typist) (SW) & (OC) - \$360-\$460
EDPM Programmer 1 - \$500-\$625
EDPM Programmer 2 - \$625-\$775

- ENGINEERING AND ALLIED**
- Landscape 2 - \$575-\$715

- TRADES AND MAINTENANCE**
- Maintenance Repairman 1 \$440-\$480
Maintenance Repairman 2 \$500-\$550

- CUSTODIAL**
- Cook 2 - \$310-\$400
Cook 3 - \$342-\$440
Custodial Work Supervisor 1 - \$360-\$440

- MEDICAL AND HEALTH**
- Practical Nurse 1 - \$280-\$360
Practical Nurse 2 - \$310-\$400
Psychiatric Aide 2 - \$295-\$380
Psychiatric Aide 3 - \$326-\$420
Psychiatric Security Aide 1 \$400-\$480

- SOCIAL SERVICES**
- County Welfare Administrator 1 - \$525-\$655
County Welfare Administrator 2 - \$575-\$715
County Welfare Administrator 3 - \$655-\$810
Community Project Specialist 1 \$460-\$575
Community Project Specialist 2 \$500-\$625
Group Life Supervisor 3 - \$440-\$550
Group Life Supervisor 4 - \$500-\$625
Vocational Rehabilitation Specialist 2 - \$600-\$745
Vocational Rehabilitation Specialist 3 - \$655-\$810
Welfare Case Reviewer - \$500-\$625
Welfare Program Supervisor 1 \$600-\$745
Welfare Program Supervisor 2 \$655-\$810
Welfare Staff Assistant 1 - \$480-\$600
Welfare Staff Assistant 2 - \$575-\$715

Fairview Hires 35 New Aides

Thirty-five of the 47 psychiatric aides authorized for Fairview Hospital and Training Center by the Board of Control have been hired, according to Personnel Director Robert A. Bock.

He said the institution hopes to hire the remaining 12 by the end of March.

The Board of Control authorized the additional employees to be hired on February 24. The 1965 Legislature appropriated \$268,000 for the aides.

Bock said the new employees will bring the hospital to 49 per cent of the American Association on Mental Deficiency standards for the suggested care of mentally retarded patients. This was the legislative intent in approving the additional employees, he said.

Civil Service Committee

Civil Service #4. Subject: Increase vacation leave for state employees. Status: Statistical data is presently being gathered from public and private employers in support of resolution.

Civil Service #8. Subject: Amends Civil Service overtime rule to state that overtime is earned by working in excess of eight hours in any one 24 hour period. Status: Request for a rule change will be submitted to the Civil Service Commission early this summer.

Civil Service #10. Subject: Permits employees to keep jury pay without loss of present benefits. Status: Statistical data is being gathered for study before presentation to the Civil Service Commission.

Civil Service #12. Subject: Amends Civil Service rule to compensate holiday time worked by cash or comp time. Status: Committee currently discussing feasibility of submitting rule change to the Civil Service Commission.

Salary and Wages #2. Subject: Calls for OSEA to prevent any salary range proposal from being lowered without proper notification that a decrease of the pay range is to be considered and a public hearing held prior to any decrease. Status: Committee presently discussing feasibility of submitting rule change to the Civil Service Commission.

Working Conditions #3. Subject: Seeks an increase in lodging expense allowances for state employees from the present \$6.50 to a \$7.50 maximum. Status: Statistical data has been gathered and request for rule change will be submitted to the Civil Service Commission early this summer.

Working Conditions #4. Subject: Eliminates agency discretion in reimbursement of travel and moving expenses. Status: Committee presently discussing whether this resolution can be resolved by collective bargaining or whether a request will have to be submitted to the Department of Finance and Administration.

Working conditions #9. Subject: Calls for study of rules pertinent to meal allowances paid state employees. Status: Committee will submit a request for an increase to the Department of Finance and Administration early this summer.

Law and Legislation Committee

Civil Service #1. Subject: Permits public employees to participate in partisan politics. Status: Legislation currently being drafted to amend state law.

Civil Service #11. Subject: Requests Saturday holidays to be celebrated on Friday. Status: Legislation will be drafted prior to the 1966 General Council.

Working Conditions #7. Subject: Collective bargaining representation procedure rule. Status: Committee presently drafting basic master agreement.

Working Conditions #10. Subject: Upgrading of tires for state vehicles. Status: Committee gathering statistical data from federal program and will submit legislation to the 1966 General Council.

Insurance Committee

Insurance #1. Subject: Authorizes sale of "true" homeowners policies. Status: Currently under study by committee.

Retirement Committee

Retirement #1. Subject: Supports principle of centralization of investment management of PERS funds. Status: Committee presently drafting legislation to resolve this resolution.

Retirement #4. Subject: Establishes retirement benefit based on formula system. Status: Committee working with numerous public employee and employer groups to submit legislation to 1967 legislature.

Retirement #6. Subject: Distribution of individual employee statements from PERS. Status: PERS is currently accomplishing this resolution.

Retirement #7. Subject: Calls for legislation to establish the status of contributions which make up the PERS fund. Status: Committee is drafting revisions for submission to the Law and Legislation Committee.

Academic and Unclassified Committee

Constitution and By-Laws #3. Subject: Amends OSEA By-Laws pertaining to Director of Academic and Unclassified Services Committee. Status: Committee presently conducting study.

Working Conditions #5. Subject: Requests more adequate working and parking space for state employees. Status: Committee presently conducting study.

Resolutions Review Committee

Insurance #2. Subject: State participation in payment of employee hospital-medical-surgical insurance premiums. Status: Statistical data has been gathered and the Civil Service Commission will be requested to make state participation part of the state's 1967 compensation plan.

Finance Committee

Ways and Means #7. Subject: Authorizing a study of the financial needs of OSEA and make recommendations to the OSEA membership. Status: Committee is awaiting the full implementation of collective bargaining to determine costs.

Public Relations Committee

Ways and Means #6. Subject: Calls for legislation to more adequately help children in Oregon who have hearing problems. Status: Committee presently has resolution under study.

Executive Committee

Ways and Means #5. Subject: Calls for appointment of committee to review existing policy resolutions. Status: Committee presently studying resolution.

Staff

Constitution and By-Laws #2. Subject: Provides for appointment of group representatives. Status: Study presently underway to determine the feasibility of incorporating group representatives program into collective bargaining.

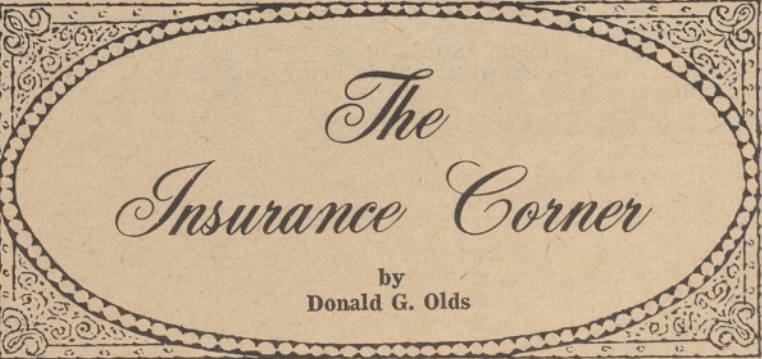
Ways and Means #2. Subject: Legislation to authorize payroll deduction for making deposits in credit union. Status: Study currently being made regarding the feasibility of such a program.

Working Conditions #6. Subject: Passage of Apprenticeship and Training Bill. Status: Executive Secretary actively serving on a committee to override Governor Hatfield's veto of the bill, passed by the 1965 Legislature.

Working Conditions #8. Subject: Requires safety equipment be furnished state vehicles. Status: State Highway Department and Department of Finance and Administration contacted. Study being made comparing State Motor Pool and state agencies who have own automobiles.

Academic and Unclassified #1. Subject: Instituting a service program for retired members. Status: Study currently being conducted.

Academic and Unclassified #2. Subject: Property tax constitutional amendment. Status: Executive Secretary actively serving on a committee to defeat the proposal. Committee presently conducting a voter attitude survey.



by Donald G. Olds

(Editor's Note: This column is designed to answer questions you may have regarding the OSEA insurance programs. Your questions are invited. Please address them to Donald G. Olds, Insurance Manager, OSEA Services, Inc., Post Office Box 2307, Salem, Oregon 97308.)

The Oregon financial responsibility law is probably one of the most misunderstood laws we have in this state, yet it affects every person who owns or drives an automobile. Because it is important that every Oregonian understand this law, I have obtained the following information and statistical data from the Department of Motor Vehicles. I hope it helps you avoid the mistakes so many motorists have made in the past.

The Oregon legislature passed the financial responsibility law for the purpose of protecting the public from the irresponsible motorist who does not carry automobile liability insurance or is not financially able to guarantee his ability to respond to a suit for personal injuries or property damage for which he is liable.

There are currently 80,000 persons in Oregon who are required to prove their future financial responsibility. The majority of the drivers are in this unfortunate position because of their involvement in an uninsured accident. However, there are certain traffic charges considered so serious that they, too, carry a requirement for proof of ability to respond for damages in accidents. These include a conviction for: driving while intoxicated, three reckless driving charges within 12 months, manslaughter or negligent homicide resulting from operation of a vehicle and failure to stop at accident scenes where death or injury is involved. Failure to report accidents is grounds for suspension and also requires compliance with the financial responsibility law.

The motorist may prove his future financial responsibility by doing one of three things: (1) carrying automobile liability insurance, (2) posting a surety bond in the amount of \$15,000, or (3) depositing \$15,000 cash with the state for five continuous years. In addition, if an uninsured motorist is involved in an accident, other persons involved may send evidence of any cost of injuries or property damage in any amount. The motorist must then deposit for two years a minimum of \$100, or more if the damages exceed that amount. The only alternative to this security deposit is for the motorist to obtain a release from all persons who have sustained injury or property damage, or reach some sort of settlement agreement with them. If, after a two year period, no action is pending for damages or a judgment remains unpaid, the deposit will be returned. However, the motorist will still have to provide proof to the state of future financial responsibility for the five year period.

Non-compliance with these stipulations requires the state (through the Department of Motor Vehicles) to suspend the driving and registration privileges of both the owner and the driver until requirements are met. This would apply to all vehicles registered in their names as well as driver licenses.

Through the enforcement of this law by the Department of Motor Vehicles, there is now a low of approximately seven per cent of the motorists in Oregon who do not yet carry automobile liability insurance.

Many motorists feel that if Oregon has achieved this great a success without compulsory insurance, a compulsory insurance law would automatically eliminate the remaining seven per cent and persons carrying automobile insurance would no longer need to pay the additional premium for the uninsured motorist coverage to protect their families from this hazard. Practically every state which has adopted a compulsory insurance law has had unfavorable experience with it due to the sharp increase in automobile insurance rates and administrative costs such a law brings about. New York state reports its administrative costs now exceeds \$4 million annually. In addition to this factor, the number of uninsured motorists in New York had increased from three per cent at the time the law became effective to a high of six per cent.

Twenty-one states recently sent representatives to Massachusetts to study the results of its compulsory insurance program. Each reported back to his respective legislature advising against the adoption of a compulsory insurance law.

Perhaps one of the principal reasons our state can maintain a low percentage of uninsured motorists without compulsory insurance is the requirement that any motorist involved in an accident, regardless of the amount of property damage or any bodily injury, must file an accident report with the local police or a Department of Motor Vehicles office. (Accidents on private property need not be reported.) This no minimum limit on accident reporting, in contrast to other states requiring a report only when the property damage exceeds \$50, \$100 or \$250, is undoubtedly a leading factor in Oregon's administrative success.

Claims Paid To Subscribers Of OSEA Group Insurance		
	1966	1965
Blue Cross.....	\$45,034	\$517,854
Standard Life.....	\$ 8,000	\$158,000
Dependent Life	\$ 0	\$ 25,000
Income Protection	\$ 8,145	\$ 98,957
Permanent Disability ...	\$ 00	\$333,750