

Circuit Court Dismisses AFL-CIO Bargaining Suit

An Oregon AFL-CIO lawsuit, which sought to have the 1965 collective negotiation procedures law declared unconstitutional and the Civil Service rules adopted in accordance with the law voided, was dismissed by a three-judge panel in Portland May 2 when the court sustained a demurrer filed by the defendant Oregon Civil Service Commission and joined in by intervenor OSEA.

The action means that the Civil Service Commission can continue to hold collective bargaining representation elections. Nineteen elections have been completed, and 10 more scheduled to be held.

In handing down the decision, on which all three judges concurred, Multnomah County Circuit Court Judge Paul R. Harris said there was no allegation by the AFL-CIO in its complaint that it had been injured by either the collective bargaining law or the rules adopted by the Civil Service Commission to implement the law.

Judge Harris said the demurrer was granted on the grounds that no "justiciable controversy" existed that could be acted upon by the court.

In the 1965 legislative session, the United Labor Lobby introduced a bill which would have put supervision of collective bargaining under the Labor Commissioner.

OSEA's bill to give supervision to the Civil Service Commission was enacted by the legislature, and the labor groups attacked its constitutionality on the claim that it delegated legislative authority to the state agency without sufficient standards to guide it in the adoption of the rules.

Although it dismissed organized labor's suit, the court did not rule upon the law's constitutionality. However, Baker County Circuit Court Judge Lyle R. Wolff said, "As far as I'm concerned, the statute is constitutional."

After the hearing, OSEA's legal council Thomas C. Enright said, "Because our law and legislation committee was the author of the law which was attacked, and because the suit hung a cloud over the law, we were naturally concerned, even though we did expect this result."

We are particularly pleased by Judge Wolff's opinion that there is no doubt in his mind of the law's constitutionality."

The labor attorney argued Labor's Arguments that the Civil Service Commission was established to protect the individual rights of state employees and not to establish collective bargaining procedures.

He held that the rules adopted by the commission violate the intent of the law.

He claimed that the commission authorized each agency to establish collective bargaining procedures, which, in effect, permit the employer to make its own rules.

June Issue
To Feature
Association's
Scholarship
Recipients

\$400 Given Student Fund

Three checks totaling \$400 were recently presented to the Southwestern Oregon Community College student loan fund by three OSEA chapters located in Southwestern Oregon.

The presentations were made to SWOCC President Jack E. Brookins at the college.

Verner C. Stout, President of Coquille Chapter 10, presented a \$100 check from his chapter; Os-

car G. Oberman, President of Coos Bay Chapter 65, presented a \$150 check donated by his chapter; and Roy Lake, President of Curry Chapter 93, presented a \$150 check given by his chapter.

Accompanying the three chapter presidents was James Cunningham, Coos Bay Chapter 65 Delegate, who was instrumental in starting the project which led to the donation.

The three chapters undertook the raising of student loan funds as a cooperative venture which grew out of their feeling of having a strong attachment to the community which extends beyond the 40-hour work week.

The three chapters have a total of 212 members.

Most Salary Adjustments Only 1 Step

Employees who are anticipating a two-step increase based on the Civil Service Commission's proposed mid-biennium salary adjustment plan will in most cases be disappointed, according to OSEA Wage and Salary Analyst Everett B. Stiles.

He said the recommended plan shows 25 classes receiving two-step increases. However, he said, the implementation will be limited to a one-step increase except in those cases where a larger increase is needed to bring the employee to the new minimum salary established for the class.

He said in past years salary plan implementation has been on a step-to-step basis. For the July 1 adjustments, however, increases are being limited to one-step.

As an example, Stiles said, the adjustment plan recommends that the Meat Cutter 1 classifications be increased from range 15, \$342 to \$440, to range 17, \$380 to \$480.

Stiles pointed out that the only employees in this class who would receive more than one-step at this time would be those presently at the \$342 rate, since it would take a two-step increase to raise them to the new minimum, which is \$380.

All other employees in this classification, regardless of their pay, will receive only a one-step adjustment.

Salaries May Slide Below Minimum Pay

Several of the state's lower paid classifications may have starting salaries less than the federal minimum wage after February 1, 1967.

OSEA Wage and Salary Analyst Everett B. Stiles said that at new minimum wage law bill, which is presently on the floor of the U.S. House of Representatives, will increase the nation's minimum wage from \$1.25 to \$1.40 per hour. That is about \$242 per month.

"There is no provision in the law that states the minimum wage must be met by the State of Oregon. However, in the past the state has had a starting salary at least equal to the minimum wage," Stiles said.

He pointed out that if no salary increases are given to Oregon's nine lowest paid classes, which have starting salaries below \$242 per month, before the law passes, the state will be in the position of paying less than the federal minimum wage.

OSEA Wins 5 More Bargaining Elections

The Oregon State Employees Association has continued its string of unbroken victories in collective bargaining representative elections held in five state agencies since April 28.

Out of a total of 1,933 eligible voters in the last five elections, OSEA received a 1,057 votes, and 65 were cast for no representation.

Results of the elections are listed below, with the OSEA vote listed first, the vote for no representation second and the number of eligible voters in each agency listed in parentheses:

Department of Employment, 431-27 (708); Department of Forestry, 254-11 (369); Southern Oregon College, 60-0 (113); Eastern Oregon State Hospital, 133-4(389); and the Oregon Liquor Control Commission, 179-23(354).

Petitions Completed

OSEA ran unopposed in all five elections. However, in every election employees have the choice of voting for no representation.

The association has recently completed circulating representa-

tive election petitions at the Oregon College of Education and the Workmen's Compensation Board.

The Civil Service Commission has scheduled the OCE election for June 28, 9:30 to 11:30 a.m., in the OCE Student Center Lounge. The Workmen's Compensation Board election has not yet been scheduled.

Petitions Authorized

The OSEA Employment Relations Committee has approved the circulation of representative selection petitions in 11 additional state agencies.

They are the Highway Department, Department of Commerce, State Land Board, Water Resources Board, Board of Parole and Probation, Marine Board, Fire Marshall, Civil Defense, Board of Nursing, Board of Aeronautics, and the Tuberculosis Hospital.

Voted OSEA

In the 19 elections held so far, 3,094 state employees have voted for OSEA as their collective bargaining representative, and 182 have voted for no representation. There were approximately 5,880 eligible voters in the elections.

Bargaining Election Results At A Glance

Department	OSEA	No Representation
Employment	431	27
Forestry	254	11
Southern Oregon College	60	0
Eastern Oregon State Hospital	133	4
Oregon Liquor Control Commission	179	23

Additional Bargaining Elections Scheduled

THURSDAY, JUNE 2

Board of Cosmetic Therapy, ballots by mail, deadline 5:00 p.m.

Board of Pharmacy, ballots by mail, deadline 5:00 p.m.

FRIDAY, JUNE 3

Blind Commission, ballots by mail, deadline 5:00 p.m.

MONDAY, JUNE 13

Oregon State Tax Commission, 8:00 a.m. to 11:30 a.m., Room 27, West end of basement, State Office Building, Salem.

WEDNESDAY, JUNE 15

Oregon State School for the Deaf, ballots by mail, deadline 5:00 p.m.

Oregon State School for the Blind, ballots by mail, deadline 5:00 p.m.

THURSDAY, JUNE 16

Oregon State Correctional Institution, ballots by mail, deadline 5:00 p.m.

TUESDAY, JUNE 28

Oregon College of Education, 9:30 a.m. to 11:30 a.m., Main entrance, Student Center Lounge, OCE campus.

The Oregon State Employees Association Announces Its 1966

Summer Membership Drive

Begins June 1 . . . Ends August 15

Solicitors will receive varying cash awards for enrolling non-members who have the following amounts of continuous state service:

1 to 2 years	\$1.00
2 to 3 years	\$2.00
3 to 5 years	\$3.00
5 to 10 years	\$4.00
Over 10 years	\$5.00

Cash awards will be mailed directly to the solicitors on a weekly basis as enrollment forms are received by OSEA Headquarters from the chapters.

Get on the bandwagon! Earn some extra vacation money while helping your association build its numerical strength for the 1967 legislative session.

Money Service For State Employees \$25 to \$1500

State employees have been preferred customers at Local Loan for over 50 years. Local's service is prompt, friendly and confidential. You select your own terms. There is no minimum charge, you pay only for the time you keep the money. Phone or come in for the amount you wish.

LOCAL LOAN

SALEM
342 Capitol St., NE
Phone 364-8491
Paul Staight, Mgr.

PORTLAND
208 Morgan Bldg.
Phone 227-3211
Bob James, Mgr.

4 other conveniently located offices in the Portland area. Also, offices in Eugene, Klamath Falls, Medford and Roseburg.