



Seniority Contract The first collective bargaining contract in state government that calls for consideration of seniority in assignment of personnel was signed by State Treasurer Robert W. Straub on May 24. Attending the ceremony were OSEA Field Representative John M. Schoonover, who negotiated the contract, and Helen Brockmiller, Margaret Watkins (seated) and William J. LaClair, all members of OSEA's Employees Bargaining Council in the department.

OSEA, Treasury Department Adopt Seniority Agreement

For the first time in the history of state government an agency must take employee seniority into consideration in assigning personnel to positions.

The new action is a result of a supplemental agreement to the basic collective bargaining contract between OSEA and the Treasury Department.

The agreement states that, "In the assignment of personnel to all positions, seniority with the department shall be considered, regardless of job classification providing that employees meet Civil Service requirements for the position."

It further states that, "Promotional opportunities, new positions and vacancies shall be fully publicized within the department, giving sufficient time for interested employees to reply."

State Treasurer Robert W. Straub signed the agreement on May 24.

"I'm pleased to be able to sign this supplemental agreement that makes very clear the consideration our state employ-

ees are entitled to. It's always good to put these things into writing, because that way you know what you have," Straub commented.

Field Representative John M. Schoonover, who negotiated the agreement, called it "significant in that length of service

with the Treasury Department will now be a factor in employee promotions, in filling newly created positions and vacancies from within."

Grievance Pact Between OSEA, Library Signed

The Oregon State Library's grievance procedure has been simplified as the result of a supplemental agreement to the basic collective bargaining contract between OSEA and the agency.

State Librarian Eloise Ebert signed the agreement on June 19.

It says employees have the right to file a grievance for any of the following reasons:

(1) lack of departmental policy; (2) policy that is unfair; (3) deviation or misinterpretation of policy; (4) disagreement with another employee or supervisor; and (5) discretionary action by the department in the application of Civil Service rules and regulations.

An aggrieved employee may be represented by OSEA, himself, a friend, fellow employee, attorney, "but not by another employee organization . . .", according to the document.

It also protects employees and their representatives from reprisal for "using established grievance procedures."

The agreement outlines five steps that must be followed by employees filing a grievance.

It gives employees the right to contact OSEA for advice or information regarding employment relations.

The agreement was negotiated by Field Representative John M. Schoonover.

Seniority to Govern DMV Shift Workers

Seniority will now govern the assignment of employees to sections working 24-hour shifts in the Department of Motor Vehicles.

The length of service rule was established by a supplemental agreement to the basic collective bargaining contract between OSEA and the DMV.

Vern L. Hill, DMV director, signed the agreement on June 22, the date it went into effect.

OSEA Field Representative John M. Schoonover, who negotiated the pact, said the communications and computer sections are the only two working around the clock shifts.

The agreement applies to all three shifts, day, "swing" and "graveyard."

"From now on, employee seniority will govern the filling of vacancies in these two sections, provided the employee meets Civil Service job requirements," he said.

Schoonover pointed out the agreement also says new employees will be hired to a specific shift only after consideration has been given to reassignment of present em-

ployees.

"This gives the department's present employees the first chance to apply for new jobs or vacancies, which is the way it should be," he said.

In signing the document, the department agreed "to take all other actions necessary to accomplish the intent" of the agreement in a "reasonable period of time."

The agreement limits employees to exercising seniority rights once per year.

Liebertz Available To Talk Retirement

Local OSEA chapters throughout the state desiring a detailed explanation of the new retirement plan adopted by the legislature may contact Jerry Liebertz at the Public Employees Retirement System in Portland.

He is director of OSEA's retirement committee.

His address is PERS, 669 State Office Building, Portland, 97201. His telephone number is 226-2161, ext. 596.

Chapters wishing him to speak are urged to contact him as soon as possible to arrange a date. He said his speaking engagements are made on a "first come, first served" basis.

After school convenes in September, Liebertz is expected to be busy visiting schools throughout Oregon outlining the new plan to teachers.

Walter Howard Ends Long Highway Career

After 40 years of continuous service with the Oregon State Highway Department, Walter R. Howard of Salem retired May 31.

He is a long-time member of OSEA's Salem Chapter 1.

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Jones Renamed To PER Board

Governor Tom McCall has announced the reappointment of Chalmers Jones, Portland, to Oregon's Public Employees Retirement Board.

The appointment is effective July 1.

He was appointed to his first term by former Governor Mark Hatfield in 1963. The term lasts four years.

Jones served two terms as president of the Oregon State Employees Association in 1963-64.

Other state employees serving on the board include Harold Phillippe, assistant secretary of state, and Guy Shellenbarger, University of Oregon.