



LIQUOR CONTRACT John E. Martin, administrator of the Liquor Control Commission, puts his signature on OSEA's "ground rules" collective bargaining contract Dec. 19. It was negotiated by Everett B. Stiles, left, OSEA staff member. Robert M. Shepherd, assistant administrator, is on the right.

OSEA Negotiates Bargaining Contracts With Two Agencies

"Ground rules" collective bargaining contracts were negotiated with two state agencies by the Oregon State Employees Association in December. The agencies are the Oregon State State School for the Deaf

and the Oregon Liquor Control Commission. The OSSD contract was negotiated by Institutional Field Representative Donald A. Beninger Dec. 5. It was signed by M. B. Clat-

terbuck, superintendent of the institution, and Carl A. Hauge-rud, secretary of the Board of Control. Approximately 66 employees work under the contract.

The OLCC contract was negotiated by Wage and Salary Analyst Everett B. Stiles Dec. 19.

It was signed by John E. Martin, OLCC administrator. The document covers some 354 employees.

OSEA now has basic contracts with 28 major state agencies. Over 9,300 employees are working under the documents.

Fairview OK's Sick Policy

An agreement establishing rules under which supervisors may request medical certificates from employees to verify the use of sick leave has been signed between OSEA and Fairview Hospital and Training Center.

It has been made a part of OSEA's basic collective bargaining agreement at the institution.

Field Representative Donald A. Beninger, who negotiated the agreement, said employees will not be required to furnish a medical certificate for sick leave unless there is a valid reason to believe an individual is abusing sick leave privileges.

In such cases, the employee will be advised in writing the reasons why a medical certificate is required.

"Many problems have arisen in past years due to lack of policy regarding sick leave at the institution. This agreement establishes rules for both employees and the employer, and should keep future disputes at a minimum," Beninger said.

Leave Pact Reached With Columbia Park

Employees at Columbia Park Hospital and Training Center will be granted leaves of absence without pay as the result of negotiation of a supplemental agreement between OSEA and the institution.

The agreement has been made a part of OSEA's basic collective bargaining contract with the hospital.

OSEA Field Representative Donald A. Beninger, who negotiated the agreement, said leaves will be granted for any valid reason.

As examples, he mentioned extended trips which involve time in excess of accumulated vacation leave and educational

work which involves hours conflicting with regular office hours.

Length of the leaves will be determined by the number of years an employee has worked for the agency, he said. The agreement sets forth the following schedule:

One month for employees between the 2nd and 5th anniversary date of employment, two months between the 5th and 10th, three months between the 10th and 15th, four months between the 15th and 20th, six months between the 20th and 25th, nine months between the 25th and 30th, and 12 months between the 30th and 35th anniversary date.

According to the agreement, the status of the employee will be frozen at the time the leave begins. When the leave is over, the employee will be returned to the same status as when he left.

While on leave employees must pay those obligations subject to payroll deduction.

The document forbids employees from seeking or accepting other employment while on a leave of absence.

New Political Rights Defined

New political rights granted to public employees by the 1967 Legislature have been defined by Civil Service Director Melvin Cleveland and Elections Director Jack Thompson in a joint letter to all state agencies.

The law removed restrictions against political activity by state employees.

The state officials pointed out, however, that employees are prohibited from participating in political activities during working hours.

They also noted that political candidates cannot coerce or require public employees to contribute campaign funds or services.

Employees who work in agencies financed in whole or in part by federal funds are still covered by the political restrictions of the Federal Hatch Act.

Cleveland and Thompson urged employees to check with personnel officers to determine if they are working in a federally funded agency.

They noted that employees of educational institutions are exempt from the restrictions of the Hatch Act.

205 Members Enroll During Turkey Shoot

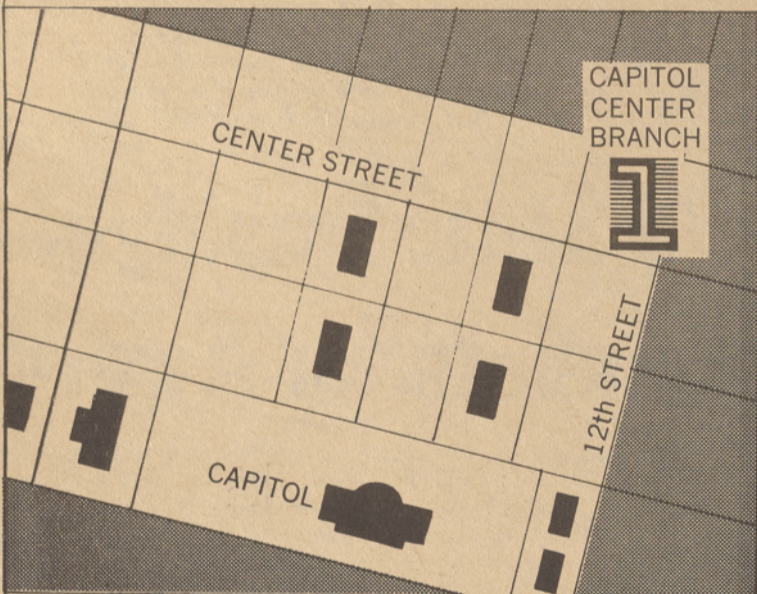
Over 200 members were enrolled in OSEA during its annual Holiday Turkey Shoot membership drive.

For every five members enrolled during the drive, the solicitor was given a 10-12 lb. turkey or 5 lb. canned ham by the Membership Committee.

A total of 41 turkeys and hams, which accounted for 205 members, were won during the nine week drive.

Corvallis Chapter 29 in District Six and Dammasch Chapter 95 in District Nine led all chapters in the drive. Both enrolled 25 members.

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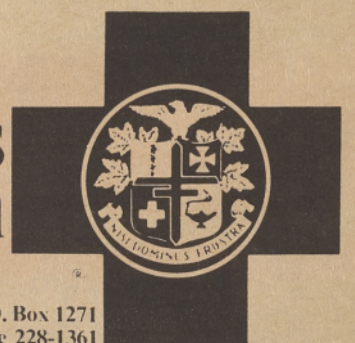
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