

OSEA Scholarship Applicants Face Mar. 1 Deadline

Students applying for an OSEA scholarship or grant-in-aid have less than a month in which to submit their applications. The deadline is March 1. Any OSEA member or an im-

mediate member of his family who is a resident of the state is eligible to apply. Two changes have been made in the program this year. As the result of a resolution

adopted by the 1967 General Council, students may now use the awards to attend any accredited institution of higher learning, including private schools and out-of-state schools. Before, recipients had to attend a state supported college or university.

The first is a scholarship application form used by the State Scholarship Commission and the Oregon State System of Higher Education. Applications may be obtained from any high school or college registrar's office. They are not available from OSEA headquarters.

Salem, 97301, no later than March 1.

The chapter sponsoring the applicant must contribute to the scholarship fund in order for the student to be eligible for an award.

Contributions should be sent to headquarters by March 1.

The State Scholarship Commission will determine the monetary amount of the awards as well as whether an applicant will receive a scholarship or grant-in-aid.

This is the 11th year the association has awarded scholarships. Last year, 11 \$300 scholarships and three \$200 grants-in-aid were awarded to high school seniors and college students for the 1967-68 school year.

The second change in the program concerns its administration. Unlike past years when the OSEA scholarship committee selected the recipients, this year the job has been turned over to the State Scholarship Commission.

The commission will determine the scholarship and grant-in-aid recipients using criteria set forth by the association.

To apply, each applicant must complete two forms.

The completed scholarship application must be mailed to the State Scholarship Commission, Post Office Box 3175, Eugene, 97403, no later than March 1.

The second is an OSEA certification form. They may be obtained from local chapters or headquarters.

The completed certification form must be mailed to headquarters, 1515 State Street,

Contract Talk With Highway Dept. Near

Negotiations for a "ground rules" collective bargaining contract in the general bargaining unit of the Highway Department will begin early this month, according to Thomas C. Enright, OSEA executive secretary.

He said that collective bargaining procedures in the Highway Department have been slow to start because of the size of the agency and the wide dispersal of its employees.

A series of meetings by OSEA staff members with Highway personnel in every part of the state were concluded recently.

"We feel that a consensus has now been reached on the

formation of a statewide bargaining council which will reflect democratically the ideas and desires of all Highway employees," Enright said.

Recommendations regarding the proposed council will now be considered by OSEA's Employment Relations Committee.

It is contemplated that the first council membership will be appointive, with elections of members in the future.

Enright also commented on statements from the Highway personnel office that members of the department's "engineering and allied" bargaining unit, who elected OSEA and the Association of Engineering Employees of Oregon as their joint representative, did not desire to engage in collective bargaining.

"This is not a fact. Our understanding with AEE is that instead of negotiating the basic contract in the two units at the same time, we would proceed in the main unit first, then follow up with the engineering and allied unit after we had observed the experience in the larger body," he said.

WORKSHOPS END, NEARLY 300 ATTEND

OSEA's 1968 chapter leadership workshops were concluded with the District One workshop in Portland Feb. 3.

Field Representative C. D. Johansen, who arranged the workshops, said they were the most successful ever held. Nearly 300 chapter and district officers attended the meetings.

Orloff Wants Policy Changed to Put Burden of Proof on Employer

Reversal of a long-standing civil service procedure which requires an employee appealing a dismissal, demotion or suspension to prove his employer's action wrong has been re-

commended by Monford Orloff, chairman of the Civil Service Commission.

The action took place at the Jan. 25 meeting of the commission.

Orloff instructed Melvin H. Cleveland, civil service director, to confer with the attorney general's office to develop a new procedure which would require the employer to prove that the employee's conduct warranted the disciplinary action.

Criticism of the existing rule was raised by Thomas C. Enright, OSEA executive secretary and legal counsel, in the representation of an Oregon State Hospital employee appealing a demotion.

Enright claimed that the reasons for the demotion were given in "such vague and general terms that the employee and his counsel could only guess as to what charges

he had to defend himself against."

"To require the employee to produce his evidence first, after which the employer can come in with evidence on matters which the employee had not even known were in issue, makes it impossible for the employee properly to present his case," Enright said.

The Civil Service Commission directed the hospital administration to make its demotion charges more definite and certain, and postponed the hearing until its February meeting.



GEORGE P. LORD
New Commissioner

McCall Appoints Phone Executive To Commission

George P. Lord, 53, a Portland telephone company executive, has been appointed to the Oregon Civil Service Commission by Gov. Tom McCall.

He replaces John Fulton, Portland, who resigned last month.

Lord, a Pacific Northwest Bell Telephone Company vice-president, served in managerial positions in Washington, Idaho and New York before becoming the company's general commercial manager in Oregon in 1961.

His term expires June 30, 1969.

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