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Oregon State Employees Association

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From the . . .

Executive Secretary



Civil Service Commended

The Civil Service Commission made a significant statement to the Legislative Fiscal Committee's subcommittee studying civil service, at its February 29 meeting. It was made too close to our deadline to permit adequate coverage in this issue of the NEWS. A full report will be included in next month's issue.

The commission's recommendations for adequate funds to make salary adjustments on July 1 of each year, together with authority to "project" salaries and avoid the year time lag in the compensation plan would finally furnish a solution to the problem of salary funding in these days of inflation.

Civil Service recommended to the committee that the commission be authorized to delegate to its director, by rule, many of its administrative responsibilities. OSEA has recommended a transfer by law of these duties. Either approach would help clear up the "hazy administration" which we have seen as one of the main civil service problems.

Other proposals such as a law to stop abuse of emergency appointments, creation of an independent agency to supervise collective bargaining, revival of an improved suggestion awards program, and the use of hearing officers for appeals merit the serious consideration of all state employees.

Oregon's Leadership Recognized

OSEA's position as a leader in the field of public employee collective bargaining has been recognized in places as far apart as the State of Hawaii and the State of Maine.

On March 16, your executive secretary will speak to the Hawaiian Government Employees Association at a meeting in Honolulu (expenses paid by the HGEA) on the topic: "An Association Looks at Collective Bargaining." The union viewpoint will be given by the national president of the American Federation of State, County and Municipal Employees, AFL-CIO.

We will again share the platform with an AFSC & ME representative at a meeting of the Governor's Task Force on Collective Bargaining in Augusta, Maine, on Saturday, April 6th. We have also been asked to be a member of a panel on collective bargaining at the Eastern Region meeting of the Public Personnel Association in Baltimore, Maryland, May 8-11.

When public employee collective bargaining first became the subject of seminars by educators and public administrators after the issuance of President Kennedy's executive order No. 10988 in 1962, the "experts" thought the field was open for union organization of public employees. Little recognition was given to the viewpoint of the associations.

The quick and effective adaptation of OSEA and some other associations to collective bargaining, and the failure of the unions to persuade state employees across the country that they have the solutions to employee problems, have persuaded observers that there is something in the association position.

Some of the weekend traveling to "carry the word" gets a bit rugged, but the satisfaction of being able to show that state employee representation is going to continue to be in the hands of associations such as ours is almost as pleasant as the chance to visit our beautiful island state in the Pacific.

Correspondence

To the Editor:

OSEA's John Day Chapter 13 voted to contribute \$25 to the association's scholarship fund for the 1968-69 school year.

Young people are our best investment in the future. We are truly grateful that we can lend some financial help to students in their quest for a higher education.

George Siler
President
John Day Chapter 13

To the Editor:

OSEA's Viking Chapter 81 at Portland State College, has doubled the amount of its contribution to the association's scholarship fund. Chapter 81's check, in the amount of \$150, has been forwarded to headquarters so that it will arrive before the deadline of March 1.

We are happy to be able to put to such good use some of the additional funds we will be receiving from the recent dues increase. We feel that the scholarship program is one of the most important and worthwhile to support, and by our participation in it, help make educational opportunity available to students of OSEA families.

Joe Boyarsky
President
Viking Chapter 81

Funds Needed For Scholars

The deadline for contributing to the OSEA scholarship fund has been extended three weeks because of the increase in the number of students applying for an award and a shortage of funds.

The new deadline is March 22.

About 135 students have applied for scholarships. That is an increase of nearly 40 over last year.

As of March 1, 43 of OSEA's 79 local chapters had contributed \$2,626.75 to the fund. That is nearly \$1,300 short of the \$3,900 awarded last year.

Chapters have been reminded by President Smith French that in order to sponsor a student for an award, they must participate in the program.

CSC Begins New Appeal Procedure

A new procedure for civil service appeal hearings, suggested by OSEA, was inaugurated by the commission at its February meeting.

Chairman Monford Orloff, during a hearing on the appeal of a dismissed employee, said the employer would be required to enter evidence justifying the dismissal. The employee could then introduce evidence to refute the employer's case.

The former practice put the burden of coming forth with the first evidence on the appealing employee.

It has long been criticized by OSEA on the grounds that it appeared to presume that the employee was "guilty" until he could prove otherwise.

