

Negotiations Begin Anew Between OSEA and Pen

OSEA renewed negotiations on a number of employment relations matters with the new warden of the Oregon State Penitentiary after the disastrous prison riot last month.

Hoyt C. Cupp, who was appointed by the Board of Control to replace ailing warden C. T. Gladden, has met a number of times with OSEA representatives in the past three weeks.

Employees of the institution elected the association as their exclusive collective bargaining representative on October 11, 1966. OSEA's basic bargaining contract was negotiated with the penitentiary on April 6, 1967.

Since the basic contract was signed nearly one year ago, negotiations on the use of seniority in the assignment of personnel have been in progress. Under the former warden, however, very little headway was made.

The Collective Bargaining Council, composed of penitentiary employees, has proposed a list of 19 items which served as a basis for talks between OSEA and prison officials. The list reads as follows:

1. Seniority in service should be the determining factor in assignment to positions and shifts and scheduling of days off and vacation periods, assuming that the employee is qualified to hold the position, and subject to reasonable exceptions in cases of emergencies.

2. No employee should be required to work for more than five consecutive days without two days off, or more than eight

consecutive hours without premium compensation.

3. Compensatory time off should be given at a time acceptable to both the employee and the employer, as soon as practicable after earned.

4. Times established for eating lunch should be not less than three hours nor more than five hours after the beginning of a work shift.

5. Employees should be given a voice in the use of the Recreation Fund.

6. Correctional officers should not be required to perform unrelated duties such as dispensing medicine.

7. Duties and responsibilities of employees on each post should be published in written form insofar as possible.

8. Staffing of all large cell blocks should be on a uniform basis.

9. Special examinations as a condition for receiving merit pay increases should not be required.

10. General notice to all employees should be given regarding job vacancies and promotional opportunities.

11. Qualified present employees should be given preference over "outside" applicants in the filling of job vacancies.

12. Authorized positions, including promotional vacancies, should be filled promptly.

13. No comment reflecting upon the competency or character of an employee should be placed in his personnel file or other record maintained by the institution, without the employee being counseled and fur-

nished with a copy of such matter.

14. An equitable system governing promotion procedure should be adopted.

15. No employee should be required to fill any position or post normally filled by a higher classification for a period of more than one week.

16. Provisions should be made for objective review of merit ratings.

17. The administration should make every effort, through recommendation to the appropriate bodies, to secure differential pay for night and weekend work shifts.

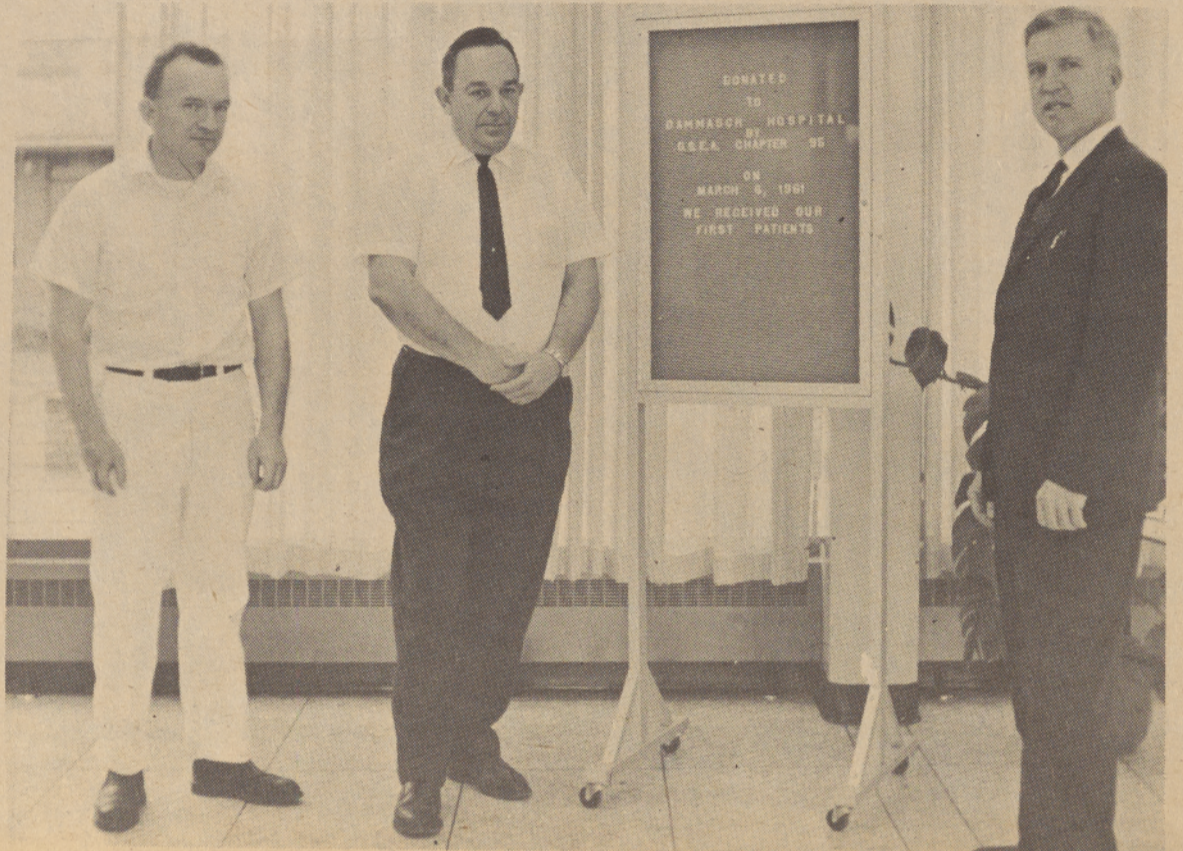
18. An employee should be guaranteed pay for at least four hours upon reporting for his normal work shift or being called to special duty.

19. Employee organizational

publications should be given distribution equal to that given the employer "house organ".

Field Representative Donald A. Beninger has drawn up two supplemental agreements to the basic bargaining contract which incorporate 13 of the 19 items. They are presently under negotiation.

He indicated the others will be covered in separate agreements.



ANNIVERSARY GIFT OSEA's Dammasch Chapter 95, represented by members Paul Kraft (left) and Jack Morgan (center), presented Dammasch State Hospital with a movable bulletin board on March 6, the seventh anniversary of the hospital's opening. Dr. Russell L. Guiss, superintendent, accepted the gift on behalf of the institution.

New Hospital Bulletin Board Gift of Dammasch Chapter 95

OSEA's Dammasch Chapter 95 gave Dammasch State Hospital a movable bulletin board March 6, the seventh anniversary of the hospital's opening.

Jack Morgan, chapter president, and Paul Kraft, project chairman, made the presentation on behalf of the chapter. It was accepted by Dr. Russell L. Guiss, superintendent of the institution.

The bulletin board will be used to announce meetings and for communications of general interest to staff and visitors.

Morgan said the need for such a board had been indicated for a long time but limitations on capital outlay expenditures had forbidden its acquisition.

Morgan is also a member of the institution's Collective Bargaining Council, which is studying a number of supplemental agreements to OSEA's basic collective bargaining contract.

Among them are use of seniority in making assignments, establishment of a standard leave policy and a uniform sick

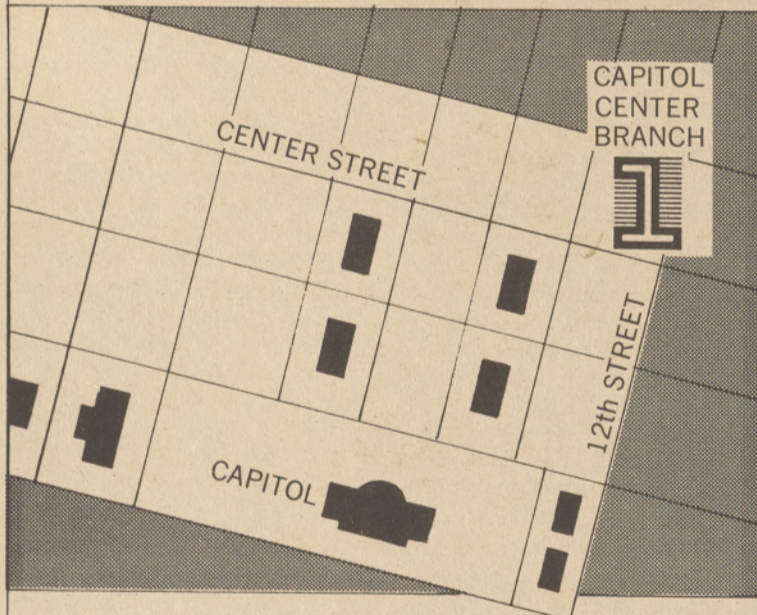
leave rule.

Other members of the council are Virgil Hoffman, chairman; Arthur Reed, Jessie Shaw and Sally Glynn.

Telephones - Extra Long Beds
Television - Room Coffee
Two Blocks to City Center

PLAZA MOTEL
Phone 382-1621
Mr. and Mrs. Quentin Newton
1430 Hill St., Bend

If you work at the center of things . . .



. . . shouldn't you bank at the center of things?

First National's Capitol Center Branch, on Center Street at 12th in Salem, is by far the most convenient banking facility for anyone working at the Capitol. See it for yourself - drop in and get acquainted soon!

Capitol Center Branch
1177 Center Street Northeast



MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

Holiday Inn

in Salem

State employees know that it's the best -
Come see us soon!

\$7.00 State Rate

Lounge ☆ 24-Hour Restaurant ☆ Pool

745 Commercial Street S.E., Salem Telephone: 363-2451

