

OREGON STATE

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From the . . .

Executive Secretary



Now is the Time

This issue of the NEWS is the largest ever published. Thirty thousand copies will be mailed to all state employees as part of OSEA's Silver Anniversary Membership Drive.

It is sometimes said that there are many non-members who would join the association if asked. This special issue of the NEWS is asking them. They will continue to be asked by individual follow-up on the part of chapters and committees.

It is hoped that the newer employees, who are not sure of what OSEA is and what it does, will become aware, from reading this issue, of some typical achievements of the association and services offered to them.

Increased membership means the stronger voice that OSEA will need, to speak for salaries and benefits in the next legislative session. The job will not be easy. The already bleak picture of the state's financial condition is likely to get worse as higher interest rates affect the housing market.

To the non-members, OSEA says, "Isn't it time to join? We need you and you need us."

To association members, there will never be a better time to talk that fellow employee into joining. Ask him, "Have you read the NEWS?" — and sign him up.

Service and Leadership

While we are on the membership subject, we could give no better example to younger employees than Edward F. "Ed" Chidsey, who retired April 30 after 46 years of service to the State of Oregon in the Highway Department.

Starting as a chairman in 1922 and rising to high administrative rank, Ed Chidsey found time through the years to be one of the founders of OSEA, State President and working member of innumerable committees. He still attends chapter meetings and the annual General Council.

Nothing would please E. F. Chidsey more than a membership drive with the slogan, "Let's go out and get one for Ed."

Age No Restriction
For Life Insurance

Regardless of age, health or physical condition, OSEA members may obtain life and weekly income protection insurance through the Standard Insurance Company's group plan during its open-enrollment period.

OSEA Insurance Director Floyd Baxter said the open period began May 1 and will end June 7.

The only restrictions placed on obtaining either of the two types of insurance are: (1) the applicant must be an OSEA member, and (2) he must be a full-time state employee.

Baxter said the insurance will become effective July 1.

The Standard Insurance Company has agreed to increase weekly income protection in-

surance benefits by ten per cent a week without increasing premiums, he said.

The new weekly benefit will be either \$55 or \$38.50, depending upon the insured's salary classification.

Baxter said Standard also will continue for another year the increased life insurance benefit which was started two years ago. Again, premiums will not be increased.

Members presently enrolled in the program do not need to take any action unless they want to add either the life or income protection insurance to their present policy, he said.

In that event, they must complete a new application and payroll authorization form.

100% MEMBERSHIP AWARDS

SECTION	DEPARTMENT
Business Office.....	Dammasch Hospital
Social Services.....	Dammasch Hospital
Wage Records.....	Employment
Silver Creek Falls Park Crew.....	Highway
Silverton Maintenance Crew.....	Highway
Entire Department.....	State Lands

Correspondence

To the Editor:

This letter is in regard to the assistance the Oregon State Employees Association has given me in recovering overtime pay which was not paid to me at the time of my resignation from the Department of Motor Vehicles.

Jack Schoonover has been very helpful in keeping me posted on all details arising from the claim. It is my understanding that many other people are benefitting from my inquiry and such benefits should be credited to the association's fine help. This is just one way in which the Oregon State Employees Association can help its members.

I would like to thank the association for all the trouble, time and effort it went to in order to recover my loss.

Mary Herrall
Portland

To the Editor:

We appreciate Tom Enright, OSEA's executive secretary, coming to Maine and participating in our Public Employees Labor Relations Institute. His remarks, based on his long experience in the field, were most helpful.

We, in Maine, have little experience (in collective bargaining) and it is important that there be a level of understanding on the part of all interested parties before a law is adopted.

There are many theoreticians who have answers from the book but in very few cases do we have the opportunity of hearing a person who has been on the firing line who will take the time or has the interest in helping us to understand and meet our problems. We do, therefore, owe Tom Enright a very real debt of gratitude.

Marion E. Martin
Commissioner,
Labor and Industry,
State of Maine

Merit Rating
Advice Given
OSH Workers

New rules governing employee reprimands and merit ratings were adopted by Eastern Oregon State Hospital last month when it signed a supplemental agreement with OSEA.

The agreement, which has been made part of the association's collective bargaining contract with the institution, was negotiated by Field Representative Donald A. Beninger.

Under its terms, reprimands of a serious nature shall be in writing on a form designed for that purpose. Both the employee and the personnel office will be given a copy.

An employee denied an annual merit increase will be notified in writing at least 15 days prior to his anniversary date. The notice will include the reason why the merit increase was withheld.

The agreement further says the hospital will post a current promotion list for each vacant classification in the various units of the institution.

The document also permits employees to accrue up to 200 hours of time for the purpose of taking an extended vacation. The time may be a combination of vacation and compensatory time.

OSEA IS THE ONLY
WAY TO GET THERE
FROM HERE — AND WE'RE
CUSTOMER OWNED AND
OPERATED!

