



Reprisal Action Draws Reprimand

Dr. John L. Carter, a psychiatric physician at the Oregon State Hospital, has been reprimanded by the Civil Service Commission for taking reprisal action against an employee who filed a grievance.

OSEA filed the reprisal charge with the commission on

behalf of Earnest W. Smith, a psychiatric aide.

The commission's reprimand was sent to Dr. Dean K. Brooks, OSH superintendent, in a letter from Civil Service Director Melvin H. Cleveland.

"The civil service rules provide that any employee may file

a grievance without reprisal and the state hospital has established procedures for an employee grievance to be submitted and heard," Cleveland said.

"Dr. John L. Carter, director of Unit V, in violation of the civil service rules and the

hospital's established procedure, both orally and in writing threatened Mr. Smith that if he filed a grievance, he would either be transferred, dismissed or he would have to resign," Cleveland declared. He went on to say:

"When Mr. Smith did submit the grievance, Dr. Carter relieved Mr. Smith of his duties."

"Dr. Carter's action was completely improper and cannot be condoned."

"It is particularly shocking in view of his training and experience in interpersonal relationships as a psychiatric physician."

"Dr. Carter is reprimanded by the Civil Service Commission and a copy of this letter will be placed in his official file in the Civil Service Department."

Smith contacted Donald A. Beninger, OSEA field representative, early last March for assistance in filing the grievance.

It was filed as the result of language used in an "employee counseling report" which referred to "substandard patient care."

After the grievance was submitted, Carter, in writing, told

Smith "that he had four ways to go."

(1) "If he desired to remain as an aide on the Unit V staff he must first of all desist from his present course of what, in my opinion, is a destructive and futile attempt to justify his untenable position with regard to the recent incident concerning substandard patient care on his ward."

(2) "He may transfer from this unit to another unit if that is his wish and if he can find an opening available."

(3) "He may resign."

(4) "If none of the previous three alternatives is selected by Mr. Smith, he will be dismissed."

When Smith told Carter that he intended to pursue the grievance procedure, Carter relieved him of his duties.

Smith was off work for five days. He was then told to report back to work at a different unit. Smith was paid for the five days he was at home.

After OSEA filed the reprisal charge with the commission, a civil service staff member was assigned to investigate the case. The commission's reprimand of Dr. Carter was made as the result of the investigation.

Civil Service Overturns Dismissal Action; Employee's Job Restored

The University of Oregon Medical School has been ordered by the Civil Service Commission to reinstate an employee dismissed for being four minutes late to work.

Gladys S. Cage, a practical nurse, was suspended without pay for ten days on April 15. Her dismissal was effective April 27.

OSEA represented Mrs. Cage in appealing the action to the commission.

"It is the conclusion of the Civil Service Commission that the University of Oregon Medical School acted in good faith and for cause. . . ." the commission's Findings and Order said.

" . . . but while some disciplinary action was in order, it was too severe in dismissing an employee with ten year's service, and with a good work record as evidenced by her merit ratings, for being four minutes late for work," it continued.

The commission upheld the

ten-day suspension, but reversed the dismissal action.

It ordered the agency to pay

Mrs. Cage from the date the dismissal became effective, which amounted to nearly one month's back pay.

In its findings, the commission said, "The record shows that in the annual evaluation of her work performance, she was rated as meeting or exceeding the performance requirements for her job from Dec. 31, 1957, through Dec. 31, 1967, although they do indicate a history of being tardy."

It also noted that "there were some problems in the relationship between Mrs. Cage and her supervisor."

The commission suggested that the Medical School transfer Mrs. Cage to "some other position in her class where she will be working for a different supervisor."

Thomas C. Enright, OSEA's legal counsel, represented Mrs. Cage. The Medical School was represented by Wolf von Otterstedt, assistant attorney general for the State System of Higher Education.

Portland Office To Be Moved

Beginning July 1, OSEA will have a new branch office in Portland.

It will be located at 1432 S. W. 6th Ave., across the street from the State Office Building. The telephone number will remain the same: 224-1870.

The office will be open Monday through Friday, from 8:00 p.m. until 5:00 p.m. Field Representative Harry Ward will work out of the office.

Executive Secretary Thomas C. Enright said the new location was selected because of its convenience to OSEA members in Portland. It is next door to the Multnomah State Employees Credit Union.

Less Than 10% Due July Salary Raises

Less than ten percent of the state's 1,100 classifications have been recommended for pay raises July 1.

The Civil Service Commission selected the classes to get midbiennium adjustments at its May 24 hearing. (They appear on page 3.)

The plan must now be approved by the governor and the necessary money appropriated by the Emergency Board. It meets June 14.

The commission proposed pay raises for those classes "which appear to have the greatest need as determined by severe recruitment and retention problems."

OSEA's Board of Directors last month recommended the mid-biennium money be used to give pay raises to the following groups of employees:

(1) All classifications now being paid less than the new federal minimum wage of \$280 per month, (2) Institution Teachers, (3) Nurses, and (4) Highway Maintenance Men.

All of OSEA's recommendations were adopted by the commission with the exception of the HMM series.

Actually, the nurses and some

related classes will not be given raises. Their salaries were increased last November, but funds will run out July 1. The commission recommended that money be allocated to continue their pay at the present level.

OSEA was represented at the hearing by Everett B. Stiles, wage and salary analyst.

He said state salaries have fallen behind competitive salaries by better than ten percent.

"To merely keep up with the competitive wage trend, inflation and the sharply rising costs of living for fiscal 1967-68, it would require a one-step increase for all employees," Stiles declared.

"Many need two, three, four and even five step increases, and OSEA has the statistics to prove it," he continued.

"The task of arbitrarily selecting a handful of employees to get raises out of the state's 1,100 classifications is a hard job indeed. It has and will continue to draw criticism from all directions," he said.

For OSEA's complete statement plus the proposed classes, see page 3.



SPAGHETTI FEED Welcoming OSEA President Smith French to Coos Bay Chapter 65's spaghetti dinner May 17 with a plate of food were Helen White, salad maker; Merle Ward, chef; and Dave Backman, master of ceremonies and general chairman for the event. The chapter held the dinner for its members and the Board of Directors. About 130 attended.