

OSEA-Forestry Adopt New Overtime Agreement

A new policy governing overtime at the Department of Forestry has been negotiated by OSEA.

It covers permanent, seasonal and part-time employees. The policy is outlined in the form of a supplemental agreement to the association's basic

collective bargaining contract with the agency.

It defines terms, objectives of the policy and procedures for recording and compensating for overtime work.

Overtime is defined as time worked in excess of the regularly scheduled work day or work week. Work performed

on holidays that fall within the regular work schedule shall be considered as overtime.

Compensation for overtime will normally be in the form of compensatory time off.

If it cannot be granted within one year of being earned, however, employees will be paid in cash.

"An employee accruing overtime shall be consulted and his desires considered before payment is made under either of the above options," the agreement states.

During periods of fire danger the district forester may require employees to "stand by" during their off duty hours. They will not earn overtime until actually dispatched to a fire or other work.

Employees will not be granted overtime for travel time to and from "work projects, meetings or other routine activities."

Travel in connection with fire or other emergency work will be considered as overtime, however.

Only employees below the paygrade of senior forester--

assistant district forester will be eligible to earn overtime. It will be compensated at the rate of time and one-half.

Because of their irregular work schedules, lookouts will not be granted overtime during their regularly scheduled work week. They may, however, earn a maximum of eight hours of overtime each day they work during an off-day period.

Overtime must be recorded and approved once a month. Records will be kept in the employee's personnel file.

The agreement calls for overtime to be paid in cash when an employee leaves state service.

Staff member Everett B. Stiles negotiated the agreement.

'Sensitivity Training' At U of O Voluntary

Sensitivity training to help employees at the University of Oregon in their dealings with members of minority races has been made voluntary as the result of discussions between OSEA and the administration.

Early last month the association received a letter signed by 29 employees who objected to

the training because it was being made mandatory.

"We feel that to be forced as part of our employment to attend . . . is an invasion of privacy . . .", the letter stated.

Staff member Everett B. Stiles, who investigated the complaint, held a number of meetings with university officials.

Stiles said he felt making such training mandatory would be in conflict with civil service rules.

Dr. Ray N. Hawk, assistant to the president, told Stiles the training would be voluntary.

Promotion From Within OK'd by Blind Commission

A new "promotion from within" policy has been adopted by the Commission for the Blind.

It is contained in a supplemental agreement negotiated between the commission and OSEA. It is now part of OSEA's basic collective bargaining contract with the agency.

"The policy of the Oregon Commission for the Blind will be to promote from within whenever possible", the document states.

In keeping with this policy, the agency will first select employees from a division promotion list when a vacant position is to be filled.

The agreement calls for the commission to publicize promotional opportunities throughout the agency.

It was negotiated by staff member John M. Schoonover.



SMITH FRENCH
Elected Secretary

French Elected To WAGE Post

OSEA President Smith French was elected secretary of the Western Region of the Assembly of Governmental Employees at its meeting in Reno, Nevada, June 1-2.

Other new officers include Robert Gagnier, Washington State Employees Association, president; Harry Reese, Colorado State Civil Service Employees Association, vice-president; and Paul Wiser, Utah State Employees Association, treasurer.

Former OSEA President Russell M. Smith will remain on the WAGE executive board as its immediate past-president.

Classified Ad

Just for your asking: Services of two loyal, qualified, capable, knowledgeable, ambitious, young men to work in the area of membership. They have the time, energy and devotion to OSEA and will agree to attend chapter meetings, special meetings of Membership Committees and Group Representatives, or with any interested groups within your chapter that are interested in membership and new enrollments. If interested, contact Joe Johansen or Donald Olds, OSEA Headquarters, 1515 State Street, Salem, or telephone 581-1505 to make arrangements for meeting. (Ad submitted by Betty French, Director of Membership.)

100% MEMBERSHIP AWARDS	
OREGON STATE EMPLOYEES ASSOCIATION	
SECTION	DEPARTMENT
Agriculture Development Division.....	Agriculture
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Plant Division.....	Agriculture
Soil and Water Conservation.....	S&W Commission
Coos Bay Office.....	Employment
Athena Maintenance Crew.....	Highway
Coos Bay Electrical Crew.....	Highway
Emigrant Springs State Park.....	Highway
Meacham Maintenance Crew.....	Highway
North Bend Maintenance Crew.....	Highway
Reedsport Maintenance Crew.....	Highway
Shore Acres State Park.....	Highway
Coos Bay Office.....	Labor
Cashiers Office.....	OSU
Physical Plant Electrical Crew.....	OSU
Key Punch, Comptroller's Office.....	OSU
Pay Roll, Comptroller's Office.....	OSU
Coos Bay Office.....	Voc. Rehab.

OSEA Gains 150 in May

OSEA's membership figures were written in black rather than red ink for the last reporting period.

The May membership report shows the association had a net gain of 150 members. Enrollments totaled 450, while terminations were set at 300.

District Six led all nine districts with a net gain of 85 members. District One and Nine were tied for second place with 26 apiece.

District Two came in third with 18, followed by District Four with ten.

Three districts suffered losses. They were District Eight with ten, District Three with four and District Five with one. District Seven remained even.

A breakdown of chapters in District Six shows Corvallis Chapter 29, OSEA's largest chapter, gained the most members. It ended up with a net increase of 29.

Emerald Chapter 88 in Eugene was in second place with 22, and Webfoot Chapter 49, also in Eugene, followed with 19.

OSEA Golf Tournament Scheduled August 17

OSEA's fifth annual golf tournament will be held Saturday, August 17, at the Salem Golf Club.

The event is open to all association members, according to Chalmers Jones, chairman of the Tournament Committee.

"We have made arrangements early so that our members will have plenty of time to plan to enter this year's tournament," Jones said.

The entry fee will be \$6 per player. Of that amount, \$4 will be used to pay green fees and \$2 will go towards the cost of prizes and refreshments.

For members of the Salem Golf Club the entry fee will be \$2.

The tournament will begin at 7:00 a.m. when the first foursome is scheduled to start. A foursome will follow every eight minutes.

As in past years, a "blind bogey" system will be used to compute net scores.

Jones said the Tournament Committee will pre-select four handicap holes. Players will

not be informed of the holes until they have completed their rounds.

A percentage of the strokes over par on the handicap holes will be subtracted from the gross scores to determine the net scores.

Players will be divided into six flights. Prizes will be awarded to the winners of each flight. In addition, numerous miscellaneous prizes will be awarded.

A picnic lunch will be served on the golf course next to the ninth green at the conclusion of the tournament.

Winner of the championship flight will have his name inscribed on the Governor's Trophy, a perpetual trophy donated to OSEA by former Governor Mark O. Hatfield. It is kept on display at headquarters.

Last year's tournament drew some 60 golfers from throughout the state. Flight winners were: Floyd Baxter, championship flight; Ken Gowan, first flight; Jim Roethlin, second flight; Joe Moore, third flight; Henry Tetz, fourth flight; and Everett Stiles, fifth flight.

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OSEA GOLF TOURNAMENT

ENTRY BLANK

AUGUST 17, 1968 — SALEM GOLF CLUB

Salem, Oregon

OSEA Golf Tournament
Post Office Box 2307
Salem, Oregon, 97308

Please enter my name as a participant in OSEA's fifth annual golf tournament. I understand the tournament will begin at 7:00 a.m., Saturday, August 17, at the Salem Golf Club on South River Road. My \$6.00* entry fee to cover all costs is enclosed.

Name

Address

City OSEA Chapter

My average 18-hole score is

* Entry fee for members of the Salem Golf Club is \$2.00 to cover lunch and prize costs.

— Clip and Mail —