



A member of the Assembly of Governmental Employees (AGE), which includes over 500,000 public employees

VOLUME X

JULY, 1968

NUMBER 7

OSEA Gets Nurses \$4562 Overtime Pay

Two former Southern Oregon College nurses have been paid \$4,562 for one year of overtime as the result of representation by OSEA.

Yvonne Webb was paid \$2,283 and Phyllis Hurley received \$2,279.

They worked in SOC's student health service from September, 1966, until April of this year when they quit their jobs.

Last December they contacted OSEA staff member Edward L. Wilson. Upon investigation, he found both nurses had worked regular 40-hour weeks. In addition, he learned they were required to provide weekend coverage at the student health service.

Wilson contended that each of them earned 24-hours of overtime pay for each week-

end they worked. There are about 36 weekends in a school year.

The \$4,562 payment was negotiated by Wilson after a series of meetings with representatives of the college, the chancellor's office and civil service staff members.

Wilson said the money represents payment for overtime worked during the 1967-68 school year.

Still to be resolved, he said, is the claim for the 1966-67 school year.

For that period, Wilson contends the nurses are entitled to an additional \$6,612. Miss Webb is entitled to \$3,376 and Miss Hurley is due \$3,236, he said.

Further negotiations are continuing.

Board Meeting Set July 27

OSEA's Board of Directors will meet in Salem July 27, according to President Smith French.

The meeting will be held in the Holiday Inn, 745 Commercial St. S. E., beginning at 9:00 a.m.

The Membership, Finance and Public Relations Committees will meet at headquarters the evening before at 7:30 p.m.

Board members desiring overnight accommodations should contact Office Manager John Lewis at headquarters.

French has invited all Salem-area members to attend.

More Salary Money Might Be Released

The Emergency Board indicated that it might release more money for pay raises if estimates of increased state revenue prove to be accurate.

The action came as the legislators approved the Civil Service Commission's mid-biennium pay plan June 14.

The board instructed the commission to develop another pay plan that would spend an additional \$500,000 of general fund money, and a like amount of dedicated funds.

It emphasized that release of the money is contingent upon continued increase in the state's income.

The 1967 Legislature appropriated \$1 million of general funds and authorized expenditure of a like amount of dedicated funds for salary hikes on July 1.

The commission's pay plan used all of the general fund appropriation. But in adhering to the criteria set forth by the Ways and Means Committee in proposing salary adjustments, the commission used only \$200,000 of the dedicated funds. This left \$800,000 authorized but unspent.

If the additional money is released, there will be a total of \$1.8 million available for pay raises: \$500,000 of general funds and \$1.3 million of dedicated funds.

Another pay plan is now being developed by the commission from the recommendations made by OSEA and state agencies during hearings on the original plan.

It is understood that the commission will recommend increases for the following classifications: auditors, engineers, some maintenance classes, data system personnel, penitentiary personnel, dentists, equipment operators and some maintenance personnel. The complete list was not available as this issue of the NEWS went to press.

The board's instructions to the commission were made in a motion by Rep. Stafford Hansell (R-Hermiston).

He said he told state employees that every effort would be made to restore the money trimmed from the original mid-biennium adjustment fund by the 1967 Legislature's special session last October.

Another Reprisal Charge Against State Hospital Filed by OSEA

OSEA has filed another reprisal charge with the Civil Service Commission on behalf of Earnest W. Smith, a psychiatric aide at the Oregon State Hospital.

The association claims the action is a part of the reprisal taken against Smith by Dr. John L. Carter earlier this year.

Upon investigation of that charge, also made by OSEA, the commission found Dr. Carter guilty of reprisal and issued him a letter of reprimand.

The new charge grew out of a merit rating given to Smith for 1967.

His merit rating was 73. That's 18 points lower than the 91 he received in 1966.

"The merit rating appears to us to be clearly a part of the reprisal action taken against Mr. Smith," the association said.

"You will note that the matters for which he is criticized and given low marks are in language very similar to Dr. Carter's reprisal letter. It is, of course, signed by Dr. Carter as department head," OSEA told the commission.

The association further pointed out that the merit rating is dated during the period the reprisal action was taken against Smith. It said Smith's rating was not issued until after the commission reprimanded Carter.

"Frankly, it appears that the hospital administration has attached no importance to the Civil Service Commission's finding of a reprisal having

been taken against Mr. Smith, and shows no indication of changing its course of action in this regard," OSEA charged.

"Statements made by one hospital administrator has been to the effect that the commission didn't know what it was doing."

A random sampling of merit ratings issued to eleven employees on Smith's ward shows that his was the only one signed by Dr. Carter. It was also the only one that had a numerical rating for "ability to accept supervision," OSEA said.

The association asked the

Resolutions Due By September 4

OSEA's 79 local chapters throughout the state have been reminded by staff member C. D. Johansen that September 4 is the deadline for submitting resolutions to the 1968 General Council.

Resolutions must be sent to headquarters by that date, he said, so they may be duplicated and sent to chapters for study by members and delegates.

Johansen said a resolution guide has been mailed to all chapters. It outlines the procedures to be used in drafting resolutions.

In addition, a resume of the existing policy resolutions will be mailed to the chapters during the first week in August.

Johansen has asked chapters to refer to the resume so that they will not duplicate existing policy in submitting resolutions.

commission to again investigate the matter and take action against "all who are responsible for reprisal action against Mr. Smith"



NEW OFFICE OPENED

Field Representative Harry Ward opened OSEA's new Portland branch office for business July 1. It adjoins the Multnomah State Employees Credit Union office on the second floor of this building at 1432 S.W. 6th Avenue. The telephone number is unchanged: 224-1870. The office is open Monday through Friday, 8:00 to 5:00 p.m. The top of the State Office Building can be seen in the background.