



HIGHWAY CONTRACT SIGNED Months of negotiation between OSEA and the Highway Department culminated June 20, with the signing of a basic collective bargaining contract. OSEA Executive Secretary Thomas C. Enright, left, and State Highway Engineer Forrest Cooper signed the document. Witnessing the event were, from left, David Moehring and Gene Huntley, Highway; Everett Stills and Edward Wilson OSEA; and E. S. Hunter, Highway.

Basic Bargaining Contracts Negotiated With Agencies

OSEA has negotiated basic collective bargaining contracts with four more major state agencies during the past six weeks.

Nearly 3,500 classified employees are now working under

the terms of the documents.

The first was negotiated May 27 with the University of Oregon Dental School in Portland. It was signed by Dr. Louis G. Terkla, Dean of the School. It covers some 91 employees.

The next contract became effective June 10 when it was signed by Andrew F. Juras, administrator of the Public Welfare Commission. About 875 employees now work under its terms.

The third contract covers the 2,409 employees in the big bargaining unit in the Highway Department. It was signed by Forrest Cooper, state highway engineer, on June 20.

The fourth was negotiated with Eastern Oregon College July 1. It was signed by Averno M. Rempel, president, and covers some 116 employees.

The basic collective bargaining contracts have been described as "ground rule" agreements which outline the procedures to be followed in establishing collective bargaining between OSEA and an agency.

Once it is started, supplemental agreements spelling out specific bargaining items will be added to the basic contract.

OSEA now has bargaining contracts with 34 major state agencies.

Additional contract negotiations are going on in a number of agencies.

They include the Department of Agriculture, Portland State College, Oregon Correctional Institutional and the University of Oregon.



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Yaquina Crew Members Get \$1980 Back Pay

After one year of negotiations by OSEA, Oregon State University has given one-step pay raises to seven crew members of the research vessel Yaquina.

The Yaquina is OSU's oceanography vessel berthed at Newport.

Before it was over, the battle involved the Marion County Circuit Court, the Civil Service Commission and various OSU officials.

It began last July when the employees, who range from a ship's electrician to the master of the vessel, received a two-step pay increase in the Civil Service Commission's 1967 compensation plan.

They were given only one-step of the raise, however.

OSEA claimed they were entitled to step-to-step adjustments, the same as other employees.

When the pay plan was adopted, OSU's personnel officer said some departments operating on grant funds would have problems implementing the plan on a step-to-step basis.

The commission at that time approved the plan but stated, according to its minutes, that if some departments had serious problem areas they should "work with the civil service staff to get them ironed out."

Edward L. Wilson, OSEA staff member who represented the Yaquina's crew during the prolonged negotiations, claimed there was enough money available to make the pay raises step-to-step.

He also pointed out a civil service rule which states, "when a pay range for any class is increased, individual salary rates shall be raised to the corresponding step unless the commission adopts an alternate procedure at the time of adjustment."

No formal alternate procedure was ever adopted by the

commission, Wilson claimed.

The employees represented by OSEA were Rudolph Buda, Robert Fries, Robert Ingersoll, Francis Jennings, Howard Linse and Reuben Loskota.

They will receive \$1,980 in back pay.

Spread The OSEA Word

By BETTY FRENCH
Director of Membership

Membership is the life blood of our association. I know all members are concerned and interested in membership growth and in the efforts to enroll new OSEA members. In order to strengthen and improve our association, we must continue to grow.

Every chapter should be organized for membership recruitment (ideally on a daily and constant basis) and should be in the final stages of the statewide membership drive.

The letters and informational materials that were mailed earlier this summer have made all state employees aware of OSEA. Now is the time for personal contact follow-ups. EVERY state employee should be contacted this summer and invited to join. This job isn't as big as it sounds. If every chapter attempts to contact every non-member in its working area, it can be accomplished easily.

Let's make sure every non-member gets the word about OSEA. Let's make sure everyone understands that almost every benefit enjoyed by state employees in Oregon today is either directly or indirectly the result of work done by our association over the past 25 years.

Every member's interest and support of OSEA is solicited--and appreciated.

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