67 Resolutions Foretell Much Work for Delegates

If the number of resolutions received by headquarters is any indication, delegates to the 1968 General Council really have their work cut out for them.

So far, 67 resolutions have been submitted. That's nearly twice as many as last year.

And there will probably be more since resolutions may be submitted up to one hour prior to the opening of the convention provided they contain the signatures of 15 delegates.

As might be expected, most resolutions concern pay, fringe benefits and working conditions of state employees.

General Council's Salary and Wages Committee will have six resolutions on pay to consider. One calls for the legislature to initiate a one-half cent per gallon gasoline tax to "bring state salaries in line with city, county and private industry" pay.

Others propose cost-of-living pay increases, longevity pay and payment for overtime.

Most of the resolutions dealing with fringe benefits have been assigned to the convention's Civil Service Committee.

Three of them ask for cash payment of accumulated sick leave when an employee retires or terminates state service.

Four resolutions have been submitted on merit ratings, and two asking that the state conform to the new federal three-day holiday plan.

A total of ten resolutions concerning working conditions have been submitted. One calls for payment of shift differential, one proposes compulsory arbitration of collective bargaining disputes in lieu of the right to strike and another wants repeal of the state law which prohibits strike by state employees.

Another resolution, if passed, would remove the "strike clause" from the association's constitution. That one will be wrestled with by the General Council's Constitution and By-Laws Committee.

Three resolutions ask for a state contribution to employee medical-hospital insurance. Another Insurance Committee resolution asks that the state purchase liability insurance for its employees.

DISTRICT COLOR CODE ASSIGNED FOR COUNCIL

In keeping with the practice of past years, OSEA will use a color code to identify delegates by district at its 1968 General Council.

A colored ribbon will be attached to each delegate name badge to identify his district.

Districts have been assigned the following colors:

District One, blue; District Two, gold; District Three, aqua; District Four, yellow; District Five, lavender; District Six, red; District Seven, pink; District Eight, green; and District Nine, white.

OSEA Says Salary Policy Inconsistent

OSEA representatives criticized the Civil Service Commission for being inconsistent in its treatment of employee salaries Oct. 30.

The commission approved immediate pay increases for a specialized occupational group, but turned down two others.

OSEA criticized the action, pointing out that the commission's policy in the past has been to adjust salaries at the beginning of a biennium. If further adjustments are needed, they have been given from mid-biennium adjustment funds.

The dispute arose after Donald F. Peer, chief of classification and pay, said it was the staff's policy not be make changes on a piecemeal basis.

Less than a year ago, the Ways and Means Committee of the legislature directed Melvin H. Cleveland, civil service director, to advise all agencies that salary range adjustments would be made only in an emergency situation, OSEA representatives said.

An emergency was defined as one in which "a clear and present danger to life, health or property exists because of inability to maintain" staffing levels because of salary.

OSEA representative charged the commission denied pay increases to classifications meeting the emergency criteria, but approved immediate increases for a classification which did not meet the criteria.

For the commission to give preferential treatment to one occupational group, they said, not only is opposed to its own policy, but disrupts the accepted compensation plan development within the merit system.

OSEA Shy of 16,000 Mark

Despite a statewide effort which resulted in enrolling 534 new members last month, the 16,000 membership mark has eluded OSEA again.

The membership report of October 18 shows the association gained 534 members. However, 496 terminated state service during that time. That left a net gain of only 38.

The report puts OSEA's total membership at 15,971 -- 29 short of 16,000.

With the exception of District Six, which had a net gain of 41 members, the districts were nearly even in gains and losses.

Those showing net gains were: District Six, 41; District One, 9; District Seven, 8; District Four, 3; District Three, 2; and District Two, 1.

Those showing net losses were: District Eight, 19; and District Five, 7.

District Nine remained even.

Only two chapters had net gains of over 20 members. They are Corvallis Chapter 29 in District Six with 28 and Success Chapter 30 in District One with 23.

OSEA Urges No Vote On Ballot Measure No. 7

Service to ... Founded in 1943

OREGON STATE EMPLOYEES Association

TELEPHONE 581-1505 • 1515 STATE STREET • SALEM, OREGON

October 24, 1968

Dear OSEA Member:

If Ballot Measure No. 7 (the 1½% property tax limit scheme) is adopted on November 5th, it is our opinion that you as a state employee, and most of the people you know will be hurt.

YOU WILL BE HURT, because if #7 passes, there is little doubt that a substantial amount of the state's general fund will be diverted to aid local governments who will be short $150-million of necessary operating revenue. The salary adjustment and improvement of fringe benefits which you might otherwise obtain will be adversely affected by this reduction in general funds.

YOUR CHILDREN WILL BE HURT, because passage of #7 would severely damage local school systems, as well as make less funds available for needed Higher Education programs.

YOUR PARENTS WILL BE HURT, especially if they are not property owners. They will have to pay income and probably sales taxes they do not pay now. Even if they do own property, the small amount of real property tax relief they might obtain would be more than offset by increases in other kinds of taxes.

YOUR COMMUNITY WILL BE HURT, because it will simply not be possible to continue police and fire and other services when $150-million is taken away from local governments.

Your delegates to OSEA's annual General Council voted unanimously to instruct your Board of Directors to vigorously oppose the 1½% tax limitation scheme.

YOU CAN HELP DEFEAT THIS "UNLUCKY SEVEN" by studying the enclosed leaflet, then passing it on to a friend. Additional brochures, bumper strips and other material are available upon request.

MOST OF ALL, VOTE "NO" ON BALLOT MEASURE #7 ON NOVEMBER 5th!

Very truly yours,

Smith French

Smith French, President
Oregon State Employees Association