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Oregon State Employees Association
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From the . . .

Executive Secretary



This column is about Earnest Smith, a Psychiatric Aide II who has been employed for 13 years at the Oregon State Hospital.

Earnest Smith would be the first to say that he is not one of the big people in state service. Many would say that he doesn't compare in importance with the nurses and doctors in the hospital's hierarchy.

His troubles began last spring, when he had the temerity to file a formal grievance to protest a "green sheet" placed in his file by a doctor, which he felt was unjustified. The doctor retaliated by threatening his dismissal if he did not withdraw the grievance. A later attempted dismissal was thwarted by OSEA intervention.

On April 17, 1968, OSEA wrote the Civil Service Commission charging the doctor with reprisal against the employee for exercising his rights under the civil service rules. The commission subsequently found the doctor guilty of the reprisal and ordered a reprimand.

Shortly after the commission entered its finding, Earnest Smith received his merit rating for the year 1967. It was signed by two nurses and the same doctor and dated April 18, 1968—the day on which, it can be assumed, the hospital received its copy of OSEA's reprisal charge. The doctor claims that he did not participate in the actual rating.

On this rating, Smith received a grade of 73. That is in contrast with a rating of 91 for 1966; 91 for 1965; and 91 for 1964. Astonished at this action, OSEA filed a second reprisal charge with the commission. An "investigation" by the civil service staff followed, but two OSEA requests for a hearing were refused.

The latest finding of the commission is that a further reprisal had not been proven, apparently because the nurses and not the doctor made out the merit rating. Merit ratings are not appealable, so the commission was unwilling to consider whether or not the point scores given to Smith on the rating were valid or not.

The case raises a question which is familiar to all classified employees: whether an employee's rights, and merit principles can be protected under a system in which a merit rating — as important as it is, and as phoney as it may be — cannot be disturbed. If redress cannot be obtained in this case, the file should make interesting testimony before a legislative committee considering changes in the civil service law.

We said at the beginning that Earnest Smith may not be one of the big people in state service. But the points raised in Earnie Smith's case are big ones, and it is OSEA's position that the right of all employees are equal so far as the association's representation services are concerned.

The Earnest Smith case will continue. Regardless of the cost or the amount of work involved, every possibility of corrective action will be pursued. Our only regret is that the civil service system itself should prove to be so incapable of correcting such a patent injustice.

100% Membership Awards

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Sandy Maintenance Crew	Highway
Sylvan Maintenance Crew	Highway
Sylvan Maintenance Office	Highway
Warm Springs Maintenance Crew	Highway

Correspondence

To the Editor:

I wish to use our newspaper to express my appreciation to OSEA and particularly to staff member Ed Wilson for the perseverance in regard to the weighmaster's receiving cash payment for overtime worked outside of their classification.

OSEA not only represents all state employees, but is the voice of each individual state employee. He can make his voice heard through OSEA.

John A. Pierron
Chapter 83
Grants Pass

To the Editor:

I am enclosing this \$25 check made out to the OSEA scholarship fund. I am doing this to show my appreciation for all the work that staff member Harry Ward has done in my behalf in keeping me in my present status and also in getting me assigned to another supervisor.

Arthur Glyer
Chapter 31
Portland



DONA J. BATTIG
New Staff Member

Mrs. Dona Battig
New Receptionist

Mrs. Dona Jean Battig has been appointed to the OSEA staff as a receptionist-typist by Executive Secretary Thomas C. Enright.

She assumed her new duties Oct. 2.

Prior to joining the association, she worked for a Salem accounting firm. She also worked for Rep. Jack Anunsen (R-Salem) in the 1967 legislative session.

Mrs. Battig replaces Mrs. Karen Willett, a member of the headquarters staff for two years. Mrs. Willett and her husband, Dennis, recently moved to New Hampshire.

Mrs. Battig resides in Salem with two sons and a daughter.

ATTENTION

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