



OSEA REPRESENTATION PAYS DIVIDENDS Representation by OSEA paid a "dividend" of \$7,868 to Yvonne Webb, left, and Phyllis Hurley, former nurses at Southern Oregon College in Ashland. Staff member Edward L. Wilson is shown giving the nurses checks totaling \$3,306 after he negotiated a final settlement of their overtime claim against SOC. Last July, following initial negotiations by Wilson, they received \$4,562.

OSEA Gets \$7,868 Overtime Payment for 2 SOC Nurses

OSEA negotiated a final settlement of an overtime claim on behalf of two former Southern Oregon College Nurses November 7th. All told, they received \$7,868.

The women are Yvonne Webb and Phyllis Hurley, both registered nurses.

They received a final payment of \$3,306 from the college November 7th for the 1966-67 school year. Miss Webb was paid \$1,688 and Miss Hurley received \$1,618.

Last July they were paid \$4,562 for the 1967-68 school year. Of that amount, Miss Webb was paid \$2,283 and Miss Hurley got \$2,279.

The total amount awarded to Yvonne Webb comes to \$3,971 and \$3,897 for Phyllis Hurley.

They worked for the student health service at SOC from September, 1966, until

last April when they left state service.

Last December they contacted OSEA staff member Edward L. Wilson about overtime they accumulated while working at the college.

Upon investigation, Wilson found that both nurses had worked regular forty-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 twenty-four hours of overtime pay for each weekend they worked. There are about thirty-six weekends in a school year.

During the negotiations, which took nearly one year, Wilson met with various officials at the college, the attorney general and secretary for the State System of Higher Education and the Civil Service

Commission.

Wilson said negotiations for the overtime claimed during the 1966-67 school year were "complicated by the fact that both nurses lived in an apartment in the student health service building."

"The negotiations revolved on whether or not they were working or only on standby duty during the weekends," he said.

"A great deal of your time and energy was expended in our behalf and we particularly appreciate your patience in explaining the legal technicalities involved," they told Wilson.

16,000! OSEA Reaches Long Elusive Goal

The long-elusive goal of 16,000 members was reached by OSEA just prior to the opening of its 1968 General Council November 14th.

The November membership report puts the total membership at 16,007.

It shows that 457 new members were enrolled while 421 employees left state service. That left a net gain of only thirty-six. It was enough, however, to push the association over the 16,000 member mark.

All districts but one had a net increase in members.

District One led with a net gain of twenty-five. It was followed by District Two with twenty, District Five with seventeen and District Nine with eleven.

Next came District Four with nine, District Eight with five, District Seven with two and District Three with one.

District Six, second largest of OSEA's nine districts, had a net loss of 54 members.

Motor Vehicle Chapter 86 in Salem was the top chapter in the state with a net gain of twenty members.

Westerdahl Talks Pay, Civil Service Revision

Gov. Tom McCall's recommendations to the 1969 Legislature on state wages and revision of Oregon's civil service system were outlined to General Council delegates by Edward G. Westerdahl Nov. 14.

Westerdahl, who is McCall's executive assistant, said the governor's budget would include about \$65 million for salary increases.

The money would provide for an average increase to classified and unclassified employees of 12.3 per cent on July 1, 1969, and a six per cent increase on July 1, 1970, he said.

In addition, the budget will provide academic salary increases of six per cent in 1969 and seven per cent in 1970, he noted.

Speaking on McCall's plan to revise the civil service system, Westerdahl said, "The problems of the 1970's are going to put vast and new burdens on the agencies of state government."

"We believe these problems of the 1970's will require the kind of full-time attention that a part-time, once-a-month type commission is simply not going to be in a position to give, despite the best efforts of its members," he commented.

He assured delegates, however, that employees would retain the same protection under the new system as they now have.

Westerdahl said McCall's recommendations to the 1969 Legislature will include the following changes:

(1) That the main responsibility for developing and operating the state's personnel programs be transferred to the governor.

(2) That the governor organize the personnel management function as a division of the new Executive Department.

(3) That the administrator of personnel be chosen by the governor, and that his appointment be confirmed by the Senate.

(4) That the present Civil Service Commission be renamed the Public Employment Relations Board and that its principle functions be to hear and make binding decisions on appeals from individual employees whose rights have been violated, and to approve all personnel rules proposed by the governor.

He said the board would have the authority to investigate and hold public hearings in any case of violation of the civil service laws or rules.

The board would also have authority for collective bargaining. It would serve as a fact-finding board in a prolonged labor dispute involving state or local government employees, he said.

Hansell Says Salary \$\$\$ Must Compete

The dollars for state employee salary increases and fringe benefits will be in competition with other necessary phases of state government in 1969, Rep. Stafford Hansell (R-Hermiston) warned General Council delegates Nov. 14.

Hansell spoke at a luncheon following Edward Westerdahl's remarks on Gov. McCall's budget. He called the \$718 million general fund portion of the budget "rather optimistic."

"Oregon is going to need additional revenue, despite the most optimistic estimates that have been made," he declared.

"The handwriting is on the

wall—we must find the resources to take care of needed pay increases, of pollution problems, to handle new students and new schools and other similar problems."

"You've come a long, long way in pay and fringe benefits," Hansell told the state workers. He reminded them that salaries didn't used to be considered until near the end of the session.

"Now the pay plan is almost the first order of business, and it is built into budgets." That way, the pay plan doesn't have to compete with other programs at the end of the session when money is short, he explained.

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