

Deadline Approaching for Scholarship Applicants

Students who want to apply for an OSEA scholarship or grant-in-aid for the 1969-70 school year have about six weeks left in which to submit their applications.

The deadline is March 1. The program is open to any OSEA member or an immediate member of his family who is a resident of Oregon. The sponsoring

chapter must contribute to the scholarship fund in order for the applicant to be eligible for an award.

To apply, each applicant must submit two forms--an OSEA certification form and a scholarship application form.

The certification form is available from local chapters or headquarters. It must be received at OSEA headquarters, 1515 State Street, Salem, 97301, no later than March 1.

The scholarship application form, issued by the State Scholarship Commission, may be obtained at any high school or college in Oregon. It must be received by the State Scholarship Commission, Post Office Box 3175, Eugene, 97403, no later than March 1.

Two types of awards are made under the program--scholarships and grants-in-aid. Both are awarded on the basis of scholastic achievement and financial need.

Scholastic achievement is given more importance in selecting scholarship recipients; financial need is more important in determining grant-in-aid recipients.

In the past, scholarships have amounted to \$300 per year, while grants-in-aid have averaged \$280 per year. The number and amount of the annual awards depends upon the total amount of the fund.

Recipients may attend any accredited institution, including private schools and out-of-state schools.

Responsibility for selecting recipients and determining whether the award will consist of a scholarship or grant-in-aid rests with the State Scholarship Commission, under guidelines set forth by OSEA.

The program is wholly supported by voluntary contributions from OSEA's 79 local chapters throughout the state.

Since the program was

started in 1958, OSEA has awarded some \$22,700 in financial aid to association members and members of their families seeking an higher education.

Salem Chapter's Gift Brightens Christmas

Christmas was a lot brighter than it might have been for some Salem children, thanks to the generosity of OSEA members of Salem Chapter 1.

The chapter donated \$100

Liquor Control Approves Merit Rating Process

Annual merit ratings for employees of the Oregon Liquor Control Commission will be developed in accordance with a new procedure set forth in a collective bargaining agreement between the agency and OSEA.

It was negotiated recently by staff member Everett B. Stiles.

The document says merit ratings shall be prepared jointly by the employee's supervisor and the next immediate level of supervision.

The results of the combined evaluation shall be given to the employee in the form of his copy of the rating.

Employees have the right to discuss the evaluation with each of the evaluators if they desire.

"In the event the employee disagrees with the evaluation, he may submit his objections in accordance with the agency grievance procedure," the agreement says.

to the Salem Junior Chamber of Commerce for use in its annual Christmas shopping tour.

Each child selected by the Jaycees to participate in the program was given \$5.00 to purchase Christmas gifts for members of his family and himself.

(See picture on page 6)

Scholars Need Chapter Funds

OSEA's 79 local chapters throughout the state have been urged to contribute to the scholarship fund by President Jerry Liebertz.

He asked chapters to send their contributions to headquarters by March 1.

"Through our scholarship program, OSEA makes a real contribution to both the state and the membership," Liebertz said.

"Young people are our best investment in the future, and by this means the association meets one of the most important obligations one generation can pledge to the next--that of educational opportunity."

Last year, 65 chapters contributed \$3,750 to the fund.

Highway Bargaining Council Is Selected

OSEA's Collective Bargaining Council in the huge "main unit" of the Highway Department has been selected. Its 17 members live and work in nearly every area of the state.

The council and divisions it represents is as follows:

Maintenance: Gene Beckman, Government Camp; John Wells, Newport; Clay Linebaugh, Grants Pass; Dick Young, Klamath Falls; and George Siler, Ontario.

Parks: Ken Lucas, Brookings; and Jobie Bryan, Rogue River.

Drawbridge Operators: Roy Swanson, Astoria.

Weighmasters: Less Gottsch, Roseburg.

Shops: Les Finnegan, Bend; and Tom Simpson, Salem.

Right-of-Way: Gene St. Clair, Portland.

Clerical: Donna Wagers, Salem; Roy Kiersey, Portland; and Dorothy Johnson, La Grande.

Administrative: Adele Egan and Mildred Peterson, both of Salem.

The function of the council will be to study and discuss employment relation questions in the Highway Department and advise the OSEA negotiating team of items to be taken up with the agency's management.

In addition to the council, it is expected there will be "collective bargaining representatives" in work areas all over the state. They will report the ideas and desires of their fellow employees to the council.

By the combination of a council and representative system, OSEA hopes to obtain a true consensus of employee opinions on employment relation matters.

The first meeting of the council will probably be held in Salem in February, depending upon the weather. Council members will be notified of the meeting by mail.

The engineering and allied employees in the agency are not represented on the council. They are in a separate bargaining unit represented jointly by OSEA and the Association of Engineering Employees.

Union Ousted, OSEA Elected

Physical plant employees at the Tongue Point Job Corps Center, formerly represented by an AFL-CIO union, elected OSEA as their collective bargaining representative Dec. 30.

The vote was 29 for OSEA and one for no representation. About 48 employees were eligible to vote.

Employees in the unit ousted the Clatsop-Tillamook Building Trades Council as their representative in a decertification election held earlier last month.

It was the second time an AFL-CIO union had been decertified by state employees. Electrical Shop employees at the University of Oregon voted out the International Brotherhood of Electrical Workers last November.

Another bargaining unit at Tongue Point, the Domestic Workers, Cooks and Food Supervisors, are scheduled to ballot on the decertification of still another union soon. It is Local 311 of the Culinary Alliance.

Union Election Protest Denied

An appeal by Local 280, International Brotherhood of Electrical Workers, protesting a collective bargaining election was turned down by the Civil Service Commission at its Dec. 20 meeting.

The IBEW protested the vote of one employee in an election which picked OSEA as the bargaining representative.

OSEA won the election by a 5 to 4 vote. Had the protested ballot not been counted, the vote would have been tied, forcing a run-off election.

In another decision, the commission refused an appeal by the American Federation of State, County and Municipal Employees Union to carve a small unit of drawbridge operators from the big highway bargaining unit.

An AFSC&ME spokesman told the commission that 49 out of 53 drawbridge operators signed a petition asking for a separate unit. It was refused by Forrest Cooper, state highway engineer.

borrow the money you want from

LOCAL LOAN

the Company that likes to say "YES"

Check the chart below for the amount you want to borrow and the payment plan best suited to your budget. Then, call or visit the Local Loan Manager nearest you and let him make all the arrangements.

MONTHLY PAYMENTS

AMOUNT OF LOAN	MONTHLY PAYMENTS				
	3 Monthly Payments	6 Monthly Payments	15 Monthly Payments	20 Monthly Payments	24 Monthly Payments
\$ 100	\$ 35.35	\$18.46	\$ 8.38	\$ 6.72	\$ 5.90
200	70.71	36.92	16.75	13.44	11.81
300	106.06	55.38	25.13	20.16	17.71
500	—	91.66	41.28	32.97	28.86
1,000	—	—	78.91	62.21	53.89
1,500	—	—	—	90.37	77.87

Pay Only for the Time You Keep the Money
NO FINES — NO LATE CHARGES

LOCAL LOAN

SALEM
342 Capitol St., NE
Phone 364-8491
Paul Staight, Mgr.

PORTLAND
208 Morgan Bldg.
Phone 227-3211
Dick Van Dyke, Mgr.

Four other offices are conveniently located in the Portland area. Also, offices in Eugene, Klamath Falls, Medford and Roseburg.

Special \$9.00 rate for state employees with an OSEA membership card!

MARION MOTOR HOTEL

200 Commercial Street SE

Salem, Oregon

Telephone: 363-4123