STAFF CONTRACT SIGNED The Oregon State Employees Association entered into formal bargaining with its staff in January when President Jerry Liebertz signed a contract. Behind Liebertz is the three-member staff bargaining team composed of Sharlene Crabtree, Dale Leach and Donald Beninger.

Formal Collective Bargaining Between OSEA, Staff Begun

Formal collective bargaining between OSEA and its staff began Dec. 18 when President Jerry Liebertz signed a contract authorized earlier in the month by the Board of Directors.

Field Representative Donald A. Beninger, who heads a three-member staff bargaining team, signed the contract for the staff.

The contract sets forth an appeal and grievance procedure and personnel rules.

It gives employees the right to appeal an "adverse action" to a three-member appeal board. It is composed of three members of the Board of Directors: one selected by the employer, one selected by the employee and one mutually agreed upon.

It will hear testimony, set forth facts and findings in writing and make a recommendation to the board's Executive Committee as to the disposition of the action.

The Executive Committee has final authority to either affirm or rescind the action.

The contract calls for the three-member bargaining team to serve as an Employee Grievance Committee. It will act in an advisory capacity to the executive secretary in grievance matters.

Most of the personnel rules set forth in the contract are the same as those established for state employees by the Civil Service Commission.

For example, accrual of sick leave and vacation leave is the same as permitted state employees. *The contract says staff members will observe the same holiday schedule as state employees.*

The contract applies to 15 members of the 16 member staff. Executive Secretary Thomas C. Enright was excluded as a member of "management."

Mail Ballots Due In DVR Election

OSEA's request for a collective bargaining representation election in the Department of Vocational Rehabilitation has been granted by the Civil Service Commission.

The election will be held by mail. The commission will distribute ballots on Jan. 13. They must be returned to the commission by Jan. 20 in order to be counted.

OSEA is unopposed in the election. Employees will have the choice, however, of voting for no representation.

The association requested the election early last month when it submitted petitions bearing the signatures of 30 per cent of the employees in the bargaining unit.

Membership Dip Wipes Out Goal

After reaching its long-sought goal of 16,000 members in November, OSEA's membership dipped to 15,930 last month.

The membership report ending December 12 shows a gain of 211 members. That figure was more than offset by the loss of 288, leaving the association with a net loss of 77 members.

Every district but two suffered net losses. District Seven gained one and District Eight remained even.

District Six had a net loss of 30 members.

It was followed by District Nine with 16, District Two with 12, District Three with 9, District One with 5, District Four with 4 and District Five with 2.

Membership figures for three of OSEA's largest chapters pretty much tell the story. Corvallis Chapter 29 gained 11 members but lost 26. Fairview Chapter 57 in Salem enrolled 21 but lost 23. And OSU Faculty Chapter 72 in Corvallis gained 6 members but lost 15.

1968 Reviewed: Year Of Victory & Defeat

Editor's Note: The old year has ended, the new year begun. It is the traditional time for people to take a moment to think about the year gone by, to ponder the victories they have won and the defeats they have suffered. For OSEA, too, 1968 was a year of victories and defeats. Excerpts of the year's top stories taken from past issues of the OREGON STATE EMPLOYEE NEWS reflects both:

- In January, OSEA filed a lawsuit demanding that six crew members of Oregon State University's oceanography vessel, the Yaquina, be given step-to-step pay raises.
- An OSU employee was reinstated and granted $1,000 in back pay after being represented by OSEA before the Civil Service Commission.
- Despite the record-breaking $31.5 million pay plan adopted by the 1967 Legislature, state salaries remained about one and one-half years behind competitive salaries, according to a Civil Service Commission report.
- Mrs. Martha Collins, an accounting clerk at the University of Oregon, was named Oregon's "State Employee of the Year" at an Awards Banquet sponsored by OSEA.
- In February, Corvallis Chapter 29 became the first chapter in the state to reach 1,000 members.
- A long-standing civil service procedure which required an employee appealing a dismissal, demotion or suspension to prove his employer's action wrong was reversed by the Civil Service Commission after it was criticized by OSEA.
- Seasonal employees working for the Department of Employment began receiving sick leave and vacation leave on a pro-rata basis as the result of a collective bargaining agreement negotiated by OSEA.
- The Civil Service Commission, at its March meeting, ordered the Oregon State Hospital to restore an employee to his former job and pay him nearly $200 in back salary after OSEA appealed the hospital's demotion action.
- In April, a claim for 241 hours of overtime pay amounting to $764 was resolved in favor of a former state employee who was represented by OSEA.
- OSEA awarded $3,750 in scholarships and grants-in-aid to 13 students in May.
- OSEA's Board of Directors urged that the limited mid-biennium salary money be used to give pay increases to: (1) Classifications paid less than the $280 federal minimum wage, (2) Institution Teachers, (3) Nurses and (4) Highway Maintenance Men.
- An Oregon State Hospital physician was reprimanded by the Civil Service Commission in June for taking reprisal action against an employee who filed a grievance. OSEA filed the reprisal charge.
- The U of O Medical School was ordered by the Civil Service Commission to reinstate an employee dismissed for being four minutes late to work. Her appeal was conducted by OSEA.
- OSEA negotiated a $4,562 overtime claim payment for two Southern Oregon College nurses in July.
- In August, OSEA strongly criticized the Civil Service Commission for failing to recommend mid-biennium pay raises for the Highway Department's maintenance personnel.
- OSEA's Board of Directors adopted a policy statement urging a state contribution to employee medical-hospital insurance premiums.
- Defeat of the 1½% tax limitation scheme was urged by the Board of Directors.
- A second statewide Collective Bargaining Workshop was held by OSEA in September.
- OSEA submitted a whopping $60 million pay increase proposal for the next biennium.
- In late September and early October, the association sponsored three candidates forums in Portland, Salem and Eugene.
- The Civil Service Commission recommended $40 million in salary increases for the state's classified work force starting July 1, 1969.
- In November, a representative of Gov. McCall told General Council delegates that the governor would recommend $64.4 million for salary increases in his budget.
- General Council delegates defeated a resolution to remove the "no-strike" prohibition from OSEA's constitution.
- OSEA reached its long-elusive goal of 16,000 members in November.
- A further $3,306 overtime claim payment negotiated by OSEA for two former Southern Oregon College nurses brought their total payment to $7,868.
- OSEA's Past-Presidents' Council honored former OCE Dean of Administration Ellis Stebbins with its Distinguished Service Award.
- General Council delegates authorized a new headquarters building in Salem.