

OSEA Wants 'Working Conditions' Contract at OSU

An OSEA collective bargaining contract defining the basic work week and work day, and governing such working conditions as overtime, work schedules and rest periods is now under negotiation at Oregon State University.

The contract is being negotiated for the association by staff member John M. Schoonover.

If signed it will cover some 1,900 classified employees at the school.

The document defines the basic work week at OSU as seven consecutive days beginning at 12:01 a.m. Sunday and ending at midnight Saturday.

The work day is established as eight consecutive working hours in a 24-hour period.

An unpaid meal period of 30 or 60 minutes will be allowed, "except where previous arrangements for a meal period have been made," it says. In addition, it calls for the meal period to be given no sooner than three hours nor later than five hours from the start of the work day.

The individual work week at the Corvallis school is defined as five consecutive work days of eight hours each and two consecutive non-work days of 24-hours each.

"Overtime is time worked or compensated for in excess of eight hours per day or

40-hours within the work week," according to the contract.

It says overtime shall be distributed as equitably as possible among qualified employees contingent upon the nature of the work, "giving first consideration to those employees currently assigned to the unit involved."

Compensation for overtime worked will be in the form of cash at the rate of time and one-half, under terms of the contract. It also requires the administration to record all overtime on employee attendance records.

The document calls for the school to make up term work schedules for shift employees, and to publish and post them at least two weeks in advance of the period covered. "The

published work schedule will be adhered to as closely as possible," the contract says.

The last item on the contract provides for each employee to be given a 15-minute rest period for every four hours he is scheduled to work. "The rest period will be scheduled as near the middle of the work period as practicable," according to the contract.

The OSU negotiating team is composed of Clifton Dickerson, personnel officer; Donald Hout, superintendent of the Physical Plant; and Wilson Foote, assistant director of the Agriculture Experimental Station.

The contract is similar to one negotiated by Schoonover recently at the University of Oregon.

Shift in Holidays Is Even Exchange

State employees will lose two election day holidays every other year but the loss will be offset by insuring they get four other holidays if a bill passed by the House gains approval in the Senate.

House Bill 1785, approved 46-16 by the House earlier this month, deletes primary and general election days as legal holidays.

But it also creates four three-day weekend holidays by shifting the holiday date to Monday. The holidays are:

Memorial Day, now May 30, becomes the last Monday in May.

Veterans Day, now Nov. 11, becomes the fourth Monday in October.

Lincoln's birthday, now Feb. 12, becomes the first Monday in February.

Washington's birthday, now Feb. 22, becomes the third Monday in February.

OSEA spokesmen said that although the bill takes away

the election day holidays, the loss will be more than offset by the fact that the other four holidays will no longer be lost to state employees by falling on Saturdays.

The change in state holidays conforms to the new federal holiday schedule. It also fulfills a resolution adopted by OSEA's 1968 General Council.

If passed by the Senate and signed by the governor, the law would take effect on Jan. 1, 1971.

'Sex Amendment' Added to Bill Before Passage

OSEA's "sex amendment" was added to a bill which extends civil rights coverage to employment before it passed the House early in April.

OSEA's bill making discrimination in employment on account of sex an unlawful employment practice had not yet been heard by the Senate State and Federal Affairs Committee when the House bill came before the lower body.

Rep. Keith Skelton (D-Portland), who is an OSEA member, added the "sex amendment" to the bill. It has been sent to the Senate.

If passed, the bill will fulfill a resolution adopted by the 1968 General Council.

OSEA Records Net Gain of 157 Members

For the first time in four months OSEA gained more members than it lost.

The April 1 membership report shows the association enrolled 364 members last month while losing 207. That left it with a net gain of 157 members.

The report puts the total membership at 15,956.

Every OSEA district but one recorded a net gain. As might be expected, the four largest districts led in the net gain column.

District Two led all districts with a net gain of 42 members. It was followed by District One with 36, District Nine with 35 and District Six with 31.

Next in order were District Eight with 6, District Seven with 5, District Three with 3 and District Four with 2.

District Five had a net loss of 3 members.

Preimer Chapter 87, which is located at the Correctional Institution in Salem, led all 80 chapters with a net gain of 22 members.

Chemeketa Chapter 64 in Salem and Emerald Chapter 88 in Eugene shared second place with a gain of 15 members.

Next in order are Webfoot Chapter 49 in Eugene with 14, Putnam-Stephens Chapter 23 in Salem with 12 and Mercury Chapter 39 in Portland with 11.

According to the report, about 71 per cent of the state's work force belong to OSEA.

Seniority is Subject Of PUC Negotiations

Assignment and promotion of employees on the basis of seniority is under negotiation with the Public Utility Commissioner by OSEA.

The collective bargaining contract is being negotiated for the employees by staff member Gilbert C. Polanski.

"The senior candidate will be promoted unless there exists a substantial and clearly evident superiority in the qualifications of another candidate," the contract says.

Whenever an employee other than the senior candidate is selected to fill a vacancy, the association wants to know the reasons in writing. It says the information will be kept confidential and will not be revealed to anyone other than the principles or official bodies directly concerned.

In its contract, OSEA also asks that any employee who is promoted and fails to attain regular status in his new job be entitled to return to his former position without loss of pay or status.

Whenever a promotional vacancy occurs within the agency, the contract asks PUC to fill the vacancy from the division layoff list, or in the absence of such a list, from the division promotion list.

It calls for the agency to publicize all promotional op-

portunities, new positions and vacancies. That would include posting of a notice on bulletin boards in PUC's Salem and Portland offices plus notification of field employees.

If negotiations are successful, the contract will cover some 150 classified employees in the PUC bargaining unit.

Death Benefit Bill Gets Nod

An OSEA bill which gives PERS death benefits to employee beneficiaries passed the House with no dissenting votes early this month.

It has been sent to the Senate.

The bill provides that if an employee terminates employment because of illness and dies within 120 days of quitting his job, his beneficiary will receive PERS death benefits.

The beneficiary of an employee suffering such a fate now gets no death benefit.

OSEA spokesmen said the bill has only insignificant financial implications. For that reason, they said, it may not have to face the Ways and Means Committee.

The association introduced the bill as a result of a District Nine resolution adopted by the 1968 General Council.

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