



THEY REPRESENT 2,400 HIGHWAY WORKERS OSEA's 17-member Collective Bargaining Council in the Highway Department represents some 2,400 classified employees working for the big agency in all areas of Oregon. It began its work at an organizational meeting in Salem Mar. 25 by reviewing the association's "ground rules" contract with the agency.

St. Clair Elected Chairman Of Highway Bargaining Council

Right-of-Way Agent Gene St. Clair, Portland, was elected chairman of OSEA's Collective Bargaining Council in the main unit of the Highway Department at its organizational meeting in Salem last month.

Adele Egan, Salem, was elected secretary.

Donald C. Kelley, a member of OSEA's Employment Relations Committee, and staff member C.D. Johansen met with the council to review the association's "ground rules" contract with the big agency, and to discuss the responsibilities of the council.

Some 2,400 highway employees scattered throughout the state are members of the bargaining unit, the largest in state government.

In an effort to involve as many employees as possible in the bargaining process, the council decided to select "area representatives."

Each council member will select representatives on a geographical basis to advise him of negotiable items to be taken up with highway management.

The area representatives will also assist council members in sampling the attitudes and thinking of the employees in their areas on potential bargaining items that the council is considering.

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

The council also discussed proposed by-laws under which it would operate.

Council members and divisions they represent are:

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: Les 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 next meeting of the council, which will be set by St. Clair, has not yet been determined. It will be held late this month or early May.

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



FLORENCE ENGSTROM
New Bookkeeper

Credit Union Starts Staff

The Oregon Employees Federal Credit Union, whose office is located in OSEA's headquarters building, has hired its own receptionist-bookkeeper. She is Mrs. Florence Engstrom.

The credit union has also set new office hours. It will be open from noon until 6 p.m., Monday through Friday.

Mrs. Engstrom replaces Mrs. Sharlene Crabtree, OSEA's staff bookkeeper, who has been devoting part of her time to keeping the OEFCU books.

Prior to joining the credit union, Mrs. Engstrom was employed by the Mennis Oil Company in Salem for the past 11 years.

Her husband, Wilbur, has been employed at the Department of Forestry for 22 years.

Dental School Agrees To Pregnancy Contract

A first of its kind collective bargaining contract which permits female employees at the University of Oregon Dental School to work during pregnancy has been negotiated for employees at the agency by OSEA.

It was negotiated by staff members Harry C. Ward and John M. Schoonover. The contract is now awaiting the signature of Dr. Louis G. Terkla, Dean of the school.

It permits female employees to work during pregnancy, providing that after the sixth month they submit to the school a physician's statement indicating no harm will result from continued employment.

Each department chairman will use the doctor's statement as a basis for determining how long the employee will be permitted to work. He will advise the employee of the approximate length of time she will be permitted to work, "provided she is physically able to perform her duties."

The contract says any regular classified employee may request maternity leave without pay up to a maximum of 30 days following delivery. However, the request must be made in writing 30 days prior to the agreed separation date.

"The maternity leave without pay may be granted at the discretion of the department chairman whose decision must take into consideration the employee's physical condition

as certified by a physician's statement, satisfactory performance of duties by the employee, and the work requirements of the department," the contract says.

In the case of difficulties in delivery, the employee may request up to an additional 30 days beyond the original agreed date to return to full-time employment.

Requests for additional maternity leave without pay must be accompanied by a doctor's statement recommending the extension, according to the contract.

"The decision concerning the extension must take into consideration the employee's physical condition and the work requirement of the department," it says.

The contract also gives the school the option to grant additional leave beyond the original maternity leave without pay within the current civil service rules.

The negotiating team for the school was composed of Eugene Bauer, assistant dean of business affairs; Darwin R. Reveal, director of institutional services; and Dr. Fred Sorenson, director of clinics.

Pen Officers Want Upgrade

The Civil Service Commission will be asked to update and upgrade the job specifications of the state's correctional officers as a result of a series of meetings between OSEA and officers at the Penitentiary and Correctional Institution.

Such revisions in the job specifications could result in a salary adjustment for the classification.

The correctional officers at the two institutions told OSEA that they feel their responsibilities are much greater than those outlined in the specification.

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