

Compensation Signs Grievance Compact

A collective bargaining agreement which establishes a formal grievance procedure has been negotiated with the State Compensation Department by OSEA.

Highway to Pay Cash Overtime

All overtime worked by employees in the Highway Department will be paid in cash at the rate of time and one-half.

That decision was made by the big agency last month.

"The payment for overtime applies to all those in eligible classifications of range 27 and below, and to specifically designated field classifications that have had prior approval," the department said.

The decision means that no more exchange or compensatory time will be accrued by employees.

Gene Huntley, highway personnel director, said cash payment of overtime "has long been advocated by OSEA, other employee organizations and employees themselves."

Another reason the decision was made, he said, was because some classifications were getting cash and others were not. "This procedure puts all employees on a uniform basis," he said.

It was signed by SCD General Manager Charles B. Gill, Jr.

The agreement outlines five steps for resolving employee grievances.

It says first the employee shall discuss his grievance with his immediate supervisor. The supervisor shall give his decision on the matter within three working days.

Next, if the employee and his supervisor cannot resolve the problem, or if the employee has not received a decision from his supervisor within the three-day time limit, the grievance may be submitted in writing to the supervisor's supervisor and the personnel director.

The third step in the procedure says the superior shall review the grievance and give his decision, within three working days, and send a copy to the personnel director. If the decision does not satisfy the employee, he must notify the personnel director in writing.

Within five working days after receiving the request for further review, according to the fourth step, the employee, the division head and the personnel director "shall confer in an attempt to bring about an equitable solution."

If the problem cannot be resolved at that meeting, the personnel director must send copies of the grievance, the supervisor's statement and a summary of the results of the conference to the general manager of the agency, the employee and the supervisor.

Within five working days the general manager will hear the grievance. His decision shall be final. The agreement says the agency head must discuss his decision with the employee and give him a written statement of his decision with supporting reasons.



DOING THEIR THING Jacqui Jones and Janice Logan practice the events they hope to enter in the 11th International Games for the Deaf which will be held in Yugoslavia this summer. Jacqui is ranked second nationally in the 100-yard and 220-yard dashes. Janice won a bronze medal in the 1961 Games held in Helsinki, Finland. An additional \$1,350 is needed so that both girls can make the trip.

Member Needs \$1,350 to Enter International Games Competition

Jacqui Jones, a sophomore at the Oregon State School for the Deaf, will represent the United States in the 11th International Games for the Deaf in Yugoslavia this summer.

Janice Logan, her coach and physical education instructor at the Salem-based school, will also compete if enough money is raised for her trip. She is a member of OSEA's Cherry Chapter 67 at the school.

It will cost each athlete \$1,800 to attend the games. Money has been raised for Jacqui, but only \$450 is on hand for Janice—\$1,350 short of the goal.

OSEA members and chapters can contribute to her fund in care of headquarters, 1515 State St., Salem, 97301, or the School for the Deaf, 999 Locust St., Salem, 97310.

The International Games for the Deaf have the same objective as the International Olympic Games -- that of knitting closer ties between mankind's races and nationalities. During the last games in 1965 some 27 nations competed.

The United States Track and Field Team feels Jacqui has a good chance to win a couple of medals in the 100 and 220-yard dashes.

Since she cannot hear the starter's gun, she must look up and watch for the smoke or fire from the gun to know when to start.

Considering the fact that she is ranked second nationally in the two events and holds her school and league records in the dashes, her lack of hearing hasn't been much of a handicap in track competition.

Janice Logan has competed twice in the International Games in the javelin event.

She brought home a bronze medal from Helsinki, Finland in 1961 for a third place heave of 110 feet. She dropped to 96 feet and fourth place in the 1965 games in Washington, D.C., because of a torn ligament in her leg.

Janice is a 1966 graduate of Gallaudet College in Washington, D.C., the only

college for the deaf in the world. She joined the teaching staff at the Oregon school that fall.

Some 80 deaf athletes from throughout the country will make up the United States team. They will compete in Belgrade, Yugoslavia in August.

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