

Board of Health Will Fill Jobs From Within

OSEA's collective bargaining agreement governing the filling of vacant positions, promotional merit ratings and merit increases has been negotiated with the Board of Health in Portland.

It was negotiated by staff members Harry Ward and John Schoonover for the agency's 250 classified employees:

(1) All vacant or newly created positions shall be posted immediately throughout the agency upon being known to the administration. Every effort will be made to provide all interested and qualified employees the opportunity to be considered.

(2) When a vacancy is to be filled, the agency shall consider first eligible employees within the agency. These eligibles shall include those employees desiring the lateral transfers within the agency.

(3) When a position is to be filled by the lateral movement of an employee, the vacancy shall be posted for at least 15 days prior to filling the vacan-

cy, where practicable, and first consideration shall be given to the employee with the greatest amount of service credit within the position classification who requests the transfer.

(4) Promotional merit ratings shall be given on an annual basis or at the time a vacancy is to be filled if a divisional promotional list does not exist.

(5) All employee promotional merit ratings shall be prepared jointly by the employee's supervisor and the next immediate level of supervision. The merit rating shall be reviewed and discussed with the employee before being made a part of the employee's record.

(6) When an employee is to be denied an annual merit increase, he shall be so notified, at least 15 days prior to his anniversary date and such notice shall include the reasons therefor.

(7) Any employee may file a grievance if he feels that he has not received due consideration in the above procedure.

Deadlines Near For Candidates

Two important deadlines are approaching for candidates seeking election to the OSEA Board of Directors this fall.

Offices up for election include nine district directors and assistant directors, plus those of president, vice-president, secretary-treasurer and directors of the following state committees:

Academic and unclassified services, civil service, insurance, law and legislation, membership, public relations and retirement.

The first deadline is August 4 when the names of all candidates for district and assistant district director must be submitted to headquarters.

Each candidate should submit a 3" x 4" head and shoulders glossy photograph and a 40-word resume of experience and background in the association for use in the September issue of the NEWS. Each candidate will also be given space in the newspaper for a 15-word campaign statement.

District elections will be held during September.

The second deadline is September 26. That's the date candidates running for the other ten offices on the board must submit their names, resumes and pictures to headquarters.

A picture and resume of each candidate will appear in the October issue of the NEWS.

Ten board members will be elected at the General Council in November.



INSTALLATION OSEA President Jerry Liebertz recently installed these new officers of Corvallis Chapter 29. They are Ken Stueve, president; Judy Stevens, secretary; Richard Roscoe, vice-president; Lenore Aitken, membership secretary; Robert Newton, treasurer; and Connie Johnson, assistant secretary.

34 Openings Left In OSEA Golf Tournament

There is still room for 34 more players in OSEA's sixth annual golf tournament. That's the word from Chalmers Jones, chairman of the Tournament Committee.

He said as of the first week in July, 30 OSEA members, including Gov. Tom McCall, had entered.

OSEA was able to obtain only limited starting times for this year's event. For that reason, it is being limited to 16 foursomes, or 64 players, on a first come, first served basis.

The entry fee is \$6 per person. Of that amount, \$4 will be used to pay green fees

and \$2 will go towards the cost of prizes and lunch.

For members of the Salem Golf Club, the entry fee is \$2.

Jones said a "blind bogey" system will be used to compute net scores. Four "handicap holes" will be selected in advance by the committee.

A percentage of the strokes over par on those holes will be subtracted from the player's gross score to determine his net score.

Players will be divided into six flights according to gross score. Prizes will be awarded to the winners and runners-up in each flight.

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Reg. \$5.00 PRO SLIM	\$3.95	Reg. \$2.98 Stuarts Formula	\$1.95
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		VITAMIN E	\$2.95
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Board of Health To Study Jobs Every Two Years

All classified positions in the Board of Health will be reviewed and studied every two years as the result of a collective bargaining agreement negotiated with the agency by OSEA staff members John M. Schoonover and Harry C. Ward.

Any employee may request a "desk-audit" of his duties and responsibilities during the time the position review and classification study is being conducted.

After it is completed, and prior to the agency proposing changes to the Personnel Division, OSEA will be informed of the results and findings of the review and study and be given the chance to comment upon the changes.

The Board of Health has agreed to make every effort to complete the first review and study by March 31, 1970. After that, it will be done every two years.

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OSEA GOLF TOURNAMENT ENTRY FORM

AUGUST 16, 1969 — SALEM GOLF CLUB
Salem, Oregon

OSEA Golf Tournament
Post Office Box 2307
Salem, Oregon 97308

Please enter my name as a participant in OSEA's sixth annual golf tournament. I understand the tournament will begin at 7:00 a.m., Saturday, August 16, at the Salem Golf Club on South River Road. My \$6.00* entry fee to cover all costs is enclosed.

Name _____
Address _____
City _____ OSEA Chapter _____

My average 18-hole score is _____

* Entry fee for members of Salem Golf Club is \$2.00 to cover lunch and prize costs.

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