

OSEA Begins Search for Employee of the Year

OSEA has begun its search for Oregon's "State Employee of the Year" for 1969.

The program, now in its third year, was approved by the Board of Directors at its July meeting.

Purpose of the program is "to honor and recognize publicly an employee whose on-the-job ability, attitude and dedication and off-the-job contributions to his community reflect with particular favor upon state service as career and the state employee as a good citizen," according to Ralston E. Smith, director of OSEA's Public Relations Committee.

He emphasized that the employee, not the job, should be evaluated in nominating candidates for the award.

"Neither pay status nor job classification should be considered in choosing a nominee," he said.

Smith outlined the following criteria for the award:

(1) Dedication to state service demonstrated by attitude toward the job, competence and effort to increase skill and efficiency in its performance.

(2) Functioning as a responsible, useful citizen off-the-job through individual effort or participation in constructive activities of civic, fraternal, church or other organizations, including holding office or serving on committees of such groups or providing leadership for special projects aimed at improving the environment.

All state employees, whether or not they are members of OSEA, are eligible for the award, Smith said, with the exception of elected officials and their appointees.

Awards will be made at three levels: chapter, district and state. Here's the way the program will work:

Each chapter will select a "Chapter Employee of the Year" using the form provided by headquarters. His name and nomination form must be sent to headquarters no later than Dec. 1.

Each district will then select a "District Employee of the Year" from among the chapter recipients.

The "State Employee of the Year" will be selected from among the nine district recipients.

Smith urged each chapter president to appoint an Awards Committee composed of one

representative from each geographic or work area encompassed by the chapter to begin

work on nominating chapter candidates.

The committee or the entire

chapter may select the recipient.

On the district level, each

district director will appoint a panel of non-state employee judges to select district recipients.

The "State Employee of the Year" will be selected by a panel of well-known Oregonians chosen by the Public Relations Committee.

Smith said chapter recipients will receive certificates signed by Gov. Tom McCall.

District recipients will be invited to OSEA's Awards Banquet in January, at which time the finalist will be named.

"We believe this awards program will provide a maximum opportunity for the recognition of outstanding employees regardless of their job or location," Smith said.

"We point out, however, that the cooperation of chapters and districts as well as the entire membership is a must in order for the program to be successful," he noted.



PROGRAM UNDERWAY

A letter asking all chapters to begin action on OSEA's "State Employee of the Year" program along with new nomination forms were prepared by Public Relations Director Ralston Smith, seated, and his committee. From left, Bill Pratt, Jim Dyer, Harrison Brown, Jackie Setti and Jim Page.

Training Pay Due MacLaren Workers

A group of food service employees at MacLaren School for Boys will be paid for attending a series of training sessions held outside of their regular work hours as the result of representation by OSEA.

The ten employees involved will be compensated for a total of 64 hours.

Action on the matter began after the employees contacted OSEA staff member Donald A. Beninger. They claimed they were required to attend the training classes but were not paid.

After investigating the claim, Beninger asked the agency to pay the employees in accordance with a civil service rule that says employees must be paid overtime if attendance at training sessions is required and the sessions are held outside of their regular work hours.

"Our people were told at the opening session that they could not be paid," Walter Honderich, assistant superin-

tendent, told Beninger. Honderich said the rule did "not apply to the present case because our people were not required to attend."

Beninger then contacted Superintendent Robert L. Harris. "The employees involved feel that such training is mandatory and that if they were to fail to attend, they would be subjected to criticism. It would have a direct bearing on their performance evaluations," Beninger argued.

"The facts are that while the employees were not directly told they must attend, there is no question that there was coercion in the manner in which they were told of the classes," Harris said after his investigation of the claim.

"In other words, the message was that they must attend or it would adversely affect their performance report. On this basis, there is no question they should receive compensation for attendance at these classes," he said.

Harris said the agency will "quite clearly and specifically" state that attendance at future training classes held outside of regular work hours is not required.

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