

OSEA Forces Withdrawal of Non-Competitive Hiring Policy

The Personnel Division's new policy of permitting state agencies to hire clerk 1's (non-typing) without a competitive examination was rescinded after OSEA filed a complaint against the practice with the Public Employee Relations Board.

In its complaint, OSEA charged that the Personnel Division's action was both "arbitrary and illegal."

The problem arose late last month when the division informed all agencies that it was no longer necessary for job candidates to take a competitive examination to be qualified for the clerk 1 (non-typing) level.

That action created a "registration class" out of the clerk 1 classification.

Merit system law provides that unskilled labor may be hired into state service by use

of registration classes, for which no competitive examination is required.

The state currently hires domestic workers, institutional workers, highway maintenance men, laborers, custodians and a few other classes under the registration class provision.

But until the Personnel Division's action, the clerk 1 (non-typing) classification had always required an examination. It had never been considered an unskilled class.

After the complaint was filed, a meeting was held by representatives from OSEA, the PERB and the Personnel Division.

OSEA learned that the division's action stemmed from an attempt to enable some agencies to hire persons into "disadvantaged programs" who

might otherwise not be able to qualify by competitive examination.

The agencies were identified as the Public Welfare Commission, the Employment Division and the Division of Vocational Rehabilitation.

Following the meeting, the Personnel Division agreed to rescind its policy and reinstate the clerk 1 lists that had been abolished as the result of its

earlier action.

"We reserve the right to challenge any and all appointments made to the clerk 1 (non-typing) classification during the time entry into that classification was non-competitive," OSEA said in its letter to the PERB withdrawing the complaint.

OSEA staff members have learned that several clerk 1's have been hired in the month's

time the new procedure was in effect. They were hired by Welfare and Employment.

A committee composed of representatives from OSEA, the PERB, the Personnel Division and the agencies concerned is being formed to solve the problem of hiring disadvantaged persons within the framework of the state's merit system law and principles.

Complaint Against Dental School Dropped When Agreements Signed

OSEA withdrew its complaint against the University of Oregon Dental School charging it with refusal to bargain in good faith after the school agreed to sign two supplemental agreements negotiated earlier this year.

The complaint was filed

with the Public Employee Relations Board last month.

It charged that the school "without valid cause" refused to sign the supplemental agreements, despite the fact that agreement was reached between OSEA and Dental School negotiators.

When signed, the agreements will become part of OSEA's basic collective bargaining contract with the agency.

"It is still our position that all items submitted to amend or supplement the basic collective bargaining contract should be considered collectively and the signing of these two supplements does

not constitute acknowledgment of an item by item method of negotiation on future matters," E.W. Bauer, assistant dean and one of the school's negotiators said.

"The lack of a procedural method of negotiating amendments or supplements to the contract directly caused the misunderstanding resulting in your complaint," he said.

"At one of the earliest meetings we attempted to clarify a procedure but could not reach agreement with your negotiators. We feel that a procedural method must be resolved before reconvening negotiating sessions on the outstanding matters."

UO Asks Withdrawal Of OSEA Complaint

The University of Oregon has asked OSEA to withdraw its complaint charging the school with failure to comply with the terms of a supplemental bargaining agreement.

The complaint was filed last month with the Public Employee Relations Board.

On its complaint, OSEA charged that the University of Oregon "has been and still is requiring" certain employees to work split shifts, such as four hours on Saturday and four hours on another day of the week.

Section 2 of the agreement says, "The work day shall consist of eight consecutive working hours in a 24 hour period, except as arranged, at the employee's request, between an employee and the administrator."

The association claims none of the affected employees has requested or agreed to work the split shift schedule.

John S. Irvin, OSEA staff attorney, said the complaint will be withdrawn "as soon as the association is assured that the University of Oregon will comply with the terms of the agreement."

Enright Tapped For Committee

Thomas C. Enright, OSEA's executive secretary, has been appointed to a committee to recruit and screen applicants for the position of executive secretary of the Public Employees Retirement System.

The post became vacant last month upon the death of Max M. Manchester.

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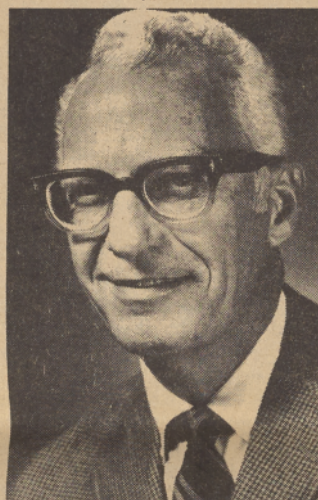
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HOWARD E. GOMPERT
Quits Personnel Post

Personnel Chief Gompert Resigns

A successor to Howard E. Gompert, who resigned as head of the state's personnel division just before this issue of the NEWS went to press, is expected to be named in a few days, according to Gov. Tom McCall.

HUGHES NAMED PERSONNEL HEAD

William G. Hughes, assistant state forester and former personnel officer for the Department of Forestry, has been named to succeed Howard Gompert by Gov. Tom McCall. Hughes began his new job Nov. 24.

In his letter of resignation to McCall, Gompert said his decision to leave "has been a most difficult one, probably the most difficult one I will ever face in my life."

He said the reason for his resignation "lies in that aspect of my personal makeup which dislikes and is not at ease with the public relations demands of a position of this nature."

"Personal appearances or presentations before committees, legislative hearings, etc., are most distasteful and create within me tensions that I feel I cannot tolerate on a continuous basis."

McCall said the resignation came "as a complete surprise to me and my whole staff."

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