State Pay Lagged Industry by 10% Last July 1

Salaries for most of Oregon's 24,000 classified employes lagged the competitive labor market by about 10 per cent last July 1, according to the annual Salary and Wage Survey Report issued by the Personnel Division recently.

The 10 per cent lag is a "few percentage points below the salary lag that has been found in the major surveys of the past two biennia," the report says.

It lists two reasons for that fact:

(1) The advance of salary rates in other public jurisdictions and in private industry slowed slightly in 1970.

(2) A mid-biennium across-the-board salary increase last July 1 enabled the State of Oregon to narrow the salary gap.

The Bureau of Labor Statistics says clerical salaries in the Portland area have gone up approximately 4.6 per cent in the past year; skilled maintenance pay has risen 5.1 per cent and unskilled labo- salaries have climbed approximately 6.1 per cent, according to the report.

It notes that the Health, Education and Welfare nationwide survey of selected professional, technical and administrative classes show salaries for those categories increased 5.9 per cent in the year ending Jan. 1, 1970. The same occupations rose 5.9 per cent in the preceding year, the report says.

States included in the Personnel Division's western survey also show an increase in salaries of from 10 per cent to 18 per cent during the first 18 months of the current biennium.

The survey of 95 public agencies and private firms included questions on night shift differential pay and area differential pay. Only nine of the employers pay an area or regional differential.

However, the survey notes that 54 of the employers pay shift differentials ranging from 5 to 25 cents per hour, with an average of 12 cents an hour. A large percentage of the agencies that do not pay a shift differential have only one eight-hour shift a day.

Fairview Employe Wins Job Back

Two agents for the Public Employe Relations Board have recommended that a psychiatric aide at Fairview Hospital and Training Center, who was fired for not performing the duties of a custodial worker, be reinstated to his job with back pay.

Clarence D. Howe was dismissed after being charged with failure to do certain janitorial tasks assigned to him and with failure to follow a janitorial work schedule established for him.

The action was appealed by OSEA staff attorney John S. Irvin.

Irvin argued that Howe was not assigned to do the work ordinarily performed by a psychiatric aide, and claimed that he could not properly be dismissed for failure to perform duties that were not a part of his job classification.

Assistant Attorney General Ed Nordyke, attorney for the agency, contended the janitorial duties were part of a pilot program for psychiatric aides and said Howe waived his right to complain about the proper assignment when he agreed to take on such duties.

Board agents Kenneth E. Brown and Alfred H. Blogg, however, found that Howe's employment as a custodial worker was in violation of ORS 240.230, which in part says:

"No person shall be... employed in a position in the classified service under a class title which has not been approved by the administrator (of the Personnel Division) as appropriate to the duties to be performed."

The PERB agents recommended that Howe be suspended for 15 days for tardiness and absences from work.

The Public Employe Relations Board must approve the findings and recommendations before they become final.

OSEA Gains Once Again

For the fouth consecutive month OSEA has recorded a net gain of new members.

The January 1 membership report shows 331 members were enrolled last month, while 273 left state service during that time. That gave OSEA a net increase of 58 members for the month.

The report puts the total membership count at 16,814—just 186 short of 17,000 members.

Only four of the Association's nine districts ended the month with a net gain. District Six led with 48.

It was followed by District Four with 26, District Three with 7 and District Seven with 4.

The other five districts ended the month with relatively small net losses. District One lost 12, District Five and Eight, 7 each, and Districts Two and Nine, 1 each.

OTI Chapter 36 in Klamath Falls led all chapters with a net gain of 17 new members.

It was followed by Eulane Chapter 40 with 12 and U of O Faculty Chapter 77 with 11. Both chapters are located in Eugene.

WILLIAM F. LUBERSKY

Lubersky New PERB Member

William F. Lubersky, a Portland attorney, has been appointed to Oregon's Public Employe Relations Board by Gov. Tom McCall.

He replaces outgoing board member Nils Hult, a Eugene lumberman.

Lubersky, a specialist in labor law, has practiced law with the firm of McCulloch, Dezendorf, Spears, and Lubersky since 1950. Prior to that, he was with a Seattle law firm.

Lubersky received both his B.A. and law degrees from the University of Oregon. He is a member of the American, Oregon, and Washington bar associations, and is former vice-chairman, public member, of the West Coast Lumber Commission.

A native of Chicago, Lubersky is vice-president of the Portland Chamber of Commerce and a member of the University Club.

Other members of the PERB include James A. Redden, Medford attorney, and J.W. Forrester, Jr., editor and publisher of the Pendleton East Oregonian.

The board was created by the 1969 Legislature. It succeeded the old Civil Service Commission, and is responsible for employe protection through a quasi-judicial appeals process.

Appeal Turned Down After Long Hearing

After what was probably the most time consuming case it has ever heard, the Public Employe Relations Board turned down the appeal of Robert McCorkle from his dismissal by the Public Welfare Division.

McCorkle, a Lane County caseworker, was dismissed for alleged inefficiency, insubordination and misconduct. The action was appealed by OSEA staff attorney John S. Irvin.

Hearing the appeal took four different days in November and December and involved a total of 23 witnesses and 16 hours of testimony.

Assistant Attorney General Kathryn Kelty, attorney for the Welfare Division, used ten witnesses in the state's case and Irvin called 13. All of the state's witnesses were agency employes, while six of those who testified in behalf of McCorkle were persons from outside the agency with whom McCorkle had had contact as a caseworker.

In its decision the PERB made no specific findings of fact but simply held that the charges against McCorkle were sustained by the evidence.

Watch For Your Card This Month

Every OSEA member should get his 1971 membership card in the next two weeks. They were mailed from Salem on Jan. 22.

Each year approximately two per cent of the cards are returned because of incorrect addresses. If you have had a recent change of address and have not notified your chapter secretary or headquarters, *chances are you will not get your card.*

If it's not delivered by the end of the month, please notify your chapter secretary or headquarters.