

Answers to OSEA Questionnaire Used To Write New Contract For Highway Division

OSEA has used the answers to a questionnaire it sent to all employees in the Highway Division's main collective bargaining unit to prepare its new contract with the agency.

The new contract, now under negotiation, contains 15 new or rewritten sections. They cover such items as overtime pay and scheduling, reporting time, vacation scheduling, moving allowances, moving of maintenance crews and standby procedures.

Nearly all of the new sections are based on the majority opinion expressed by the 1,153 employees who answered the questionnaire.

For example, some employees have complained to OSEA that they cannot take vacation time when they want it. In response to a question about the matter, 941 employees said they should be allowed to take some vacation time during a period of their choice, while 171 said the Highway Division's present practice is adequate. In its new contract, OSEA is asking that each employee be allowed to use one week of vacation each year during a period of his choice.

Other questions and responses in the questionnaire include the following:

- "Should the Highway Division provide parking facilities for traveling crews where adequate facilities are not presently available?" Yes, 689. No, 327. Many employees who answered in the affirmative said parking facilities were especially needed in remote areas.

- "Should engineering employees be involved in snow removal activity, except whenever unusual emergency conditions exist?" Yes, 336. No, 715. Many who answered negatively said engineering employees lacked training and experience in snow removal work.

- "Should employees be provided a meal allowance when they work two hours or more beyond their normal shift, regardless of the work location in relation to their headquarters?" Yes, 464. No, 598.

- "Should employees be provided their moving allowance immediately after they move?" Yes, 945. No, 114. Most employees said they do not feel they can or should be required to pay for moving expenses and then wait for reimbursement.

- "Should all Highway Division employees periodically be given

the option of cash or compensatory time off for overtime worked?" Yes, 748. No, 354.

- "Should the Highway Division contact various restaurants throughout the state to supply catered hot meals for employees at the jobsite during adverse weather conditions when a state of emergency exists and employees are working long hours?" Yes, 397. No, 673. Some of the employees who answered this question negatively said such a procedure would be impractical.

- "Should the Highway Division provide weighmaster employees with uniforms?" Yes, 36. No, 15. Only weighmasters were asked to answer that question. Some said uniforms would be good identification and help them enforce the law. Others felt truckers would be resentful of the uniforms, or said they were not necessary.

In its questionnaire, OSEA asked employees for their opinion of the Highway Division's merit rating system. Here's how they answered:

The system is unsatisfactory, 632. Minor changes are needed, 166. It is a good system, 112. I am not familiar with the merit rating system, 151. In their written comments many employees said an accurate rating of their work could not be made under the present system. Some complained that "it is not your work that counts, but who you know."

OSEA asked for written comments on the following question: "Some employees complain that the amount of men or equipment on crews has been reduced which reduces the crews' effectiveness and makes it more difficult to get the job done and in some cases produces a safety hazard for some employees. If you have experienced this type of problem, please comment on it . . ."

The majority of complaints concerned inadequate manpower on the crews. However, lack of equipment or worn out equipment received a large amount of criticism.

Some criticized the Highway Division for a lack of flagmen to provide employees with safe working conditions. Others complained of being required to perform hazardous jobs by themselves, especially during night shifts.

Employee Retirement Accounts Valued

Editor's Note: To keep OSEA members informed of the value of their accounts in the Public Employees' Retirement System, the OSEA News will publish the following table each month. Both the "variable annuity" portion of the account (which is invested in common stocks and short term notes) and the "fixed" portion of the account (which is invested in long term bonds and mortgages) are listed. The table shows the value of each \$100 invested in either the "variable annuity" account or the "fixed" account on the date listed.

	VARIABLE ACCOUNT	FIXED ACCOUNT
January 31, 1971	\$102.67	\$100.42
February 28, 1971	\$103.51	\$100.85
March 31, 1971	\$108.71	\$101.27
April 30, 1971	\$112.52	\$101.70
May 31, 1971	\$107.61	\$102.12

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Golf Tournament Entries Due Soon

OSEA members have less than a month left in which to enter the Association's eighth annual golf tournament. It will be held August 7 at Santiam Golf Club near Stayton.

Entry fee is \$6.00 for non-members of the club, according to Chalmers Jones, chairman of the tournament committee. Of that amount, \$4.00 will be used to pay green fees and \$2.00 will go toward the cost of lunch and prizes. Entry fee for members of Santiam Golf Club is \$2.00.

The tournament will begin at 6:30 a.m. A foursome will be started every seven minutes until all players are on the course.

Jones said a "blind bogey" system will be used to compute net scores and determine flight winners. Here's how it works:

Four handicap holes will be selected by the committee prior to the start of the tournament. Players will not be informed of the holes until after they have completed their rounds. A percentage of the strokes over par on the handicap holes will be subtracted from the gross score to determine the net score.

Those who want to enter should complete the following entry form and mail it to OSEA headquarters:

--- Clip and Mail ---

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ENTRY FORM
AUGUST 7, 1971—SANTIAM GOLF CLUB
Stayton, Oregon

OSEA Golf Tournament
Post Office Box 2307
Salem, Oregon 97308

Please enter my name as a participant in OSEA's eighth annual golf tournament. I understand the tournament will begin at 6:30 a.m., Saturday, August 7, at the Santiam Golf Club. My \$6.00 entry fee to cover all costs is enclosed.

Name _____

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