

State Employees:

You can get a special \$1.00 discount with this ad at the Bon House Motel, Eugene's newest motel. We feature:

- Commercial Rates
- \$7.50 for Regular Single
- \$8.50 for Large Single
- Free Direct Dial Phones
- Free Color Television

Bon House Motel

1190 W. 6th Avenue
Eugene, Oregon
Phone: 342-7273
Credit Cards Accepted

Save on Beauty Services At the Beauty Center

LOW PRICES WITH PERSONALIZED SERVICE!

PRICE LIST

Set Only	\$2.50
Shampoo Set	3.00
Haircuts	2.50
Combouts	1.00
30 Day Colors	6.95*
Tints	7.95*
Bleaches	12.50*
Frostings	15.00*
Permanents start at	8.95
* Includes Set	

HAIRPIECE SERVICE

(all prices include cleaning)

Wiglets	\$2.50
Cascades	3.00
Falls	4.00
Human Hair Wigs	6.00
Wig Re-Combings	1.00
Synthetic Wig Styling Cuts	3.00 & up

Beauty Center

464 Capitol Street NE
(Between Center and Marion)
Phone: 362-0992
Closed Wednesdays
We're handy for state employees

Use your BankAmericard
or Master Charge Card.



Court Says Higher Education May Pay Academics Below Salary Range

Oregon's Court of Appeals has ruled that the Board of Higher Education does not have to pay its academic employees within the salary ranges established by its academic pay plan.

The court said the legislature has given the Board of Higher Education "broader discretion than other state agencies" in establishing a salary plan for its unclassified personnel. Employees with academic rank are in the unclassified service.

Under Oregon law, the court said, the board "is free to adopt any reasonable classification and compensation plan which would meet its peculiar educational and fiscal requirements."

The case came about when an assistant professor in the Division of Continuing Education discovered that the salary he had been receiving for several years was below the first step of the range for assistant professor in the board's salary plan.

He brought suit against the board in Marion County circuit court last year. OSEA staff at-

torney John S. Irvin represented the employee. Irvin appealed the circuit court decision, which held in favor of the Board of Higher Education, to the Court of Appeals.

Both the administrative code and salary plan adopted by the board contain a provision that permits the board to pay salaries below the indicated first-step salary rates, Irvin said.

He argued that such a provision was nothing more than an "escape clause" which permitted the board to ignore its own salary plan. Adoption of such a provision is outside of the board's authority, Irvin claimed.

The court held otherwise, however. It said the board was "authorized to adopt an administrative regulation allowing it to make exceptions" to its own classification and compensation plans.

The employee sued the board to get an interpretation of the law and for back pay totaling \$4,026.

Welfare Employees Urged to Get Current Position Descriptions

Employees who work for the Public Welfare or Children's Services Divisions have been urged by staff members Paul R. Ward and William D. Kalibak to request a copy of their "current position description" from their supervisor.

OSEA is currently processing a large number of grievances that concern denial of merit pay increases. It has taken the position that denial of a merit pay raise in the absence of "standards of performance" is illegal.

The Public Welfare and Children's Services Divisions claim such standards exist in "class specifications, specific position descriptions, performance evaluations and periodic work conferences between employee and supervisor."

"Employees should request a copy of their current position description so that they can be sure of what job standards are expected of them," Ward said.

He noted that position descriptions for service workers and assistance workers should include a "statement of intended maximum caseload." That is required by OSEA's collective bargaining contract with the two agencies.

"There is mounting evidence that employees of both agencies are expected to put in considerable overtime," Ward said. "Some receive no compensatory time or cash, and others get only straight time pay."

"Employees should maintain a personal record of time worked. We will assist any employee who has a legitimate overtime claim, but we must have some record of time worked to be able to press a claim effectively," he noted.

Both agencies require "prior authorization" before employees will be paid for overtime work. In OSEA's view, a request or order to perform the work from an immediate supervisor constitutes "prior authorization."

PERS Account Balance Due

State employees will get annual statements listing the amount of money in their retirement accounts in about three months.

They are being prepared by the Public Employees' Retirement System in Portland. The agency said the statements will be mailed in late March or early April.

Each statement will list the total amount of interest credited to the account of the employee plus the contributions made from the time he began to participate in the system.

There are many kinds of protection—



protection to prevent illness
and Blue Cross in case of illness.
If you need it, you'll be glad
you have . . . OSEA-BLUE CROSS



BLUE CROSS of Oregon

P. O. BOX 1271, PORTLAND, OREGON 97207
PHONE: 225-5221

Highest Quality Dayton Tires at special prices for OSEA Members

Come in, write us, or call
for your special price sheet
and discount card.

— Also —

Complete Service including:

- Front End Repair
- Front End Alignment
- Tire Repair
- Brake Repair

Cascade Tire Wholesale



OPEN MONDAY AND FRIDAY EVENINGS 'TIL 9:00 P.M.

HERE'S SIX REASONS TO STAY AT THE EGYPTIAN MOTEL

- 1—Direct dial phones
- 2—Color cable TV
- 3—Queen size and long boy beds
- 4—It's quiet and restful
- 5—Yet it's right downtown
- 6—But best of all, we give a commercial discount to OSEA members!

Free Guaranteed Reservations



Egyptian Motel

728 N.W. 6th Street
Grants Pass, Oregon
Phone: 476-6601