

Save on Beauty Services

LOW PRICES WITH PERSONALIZED SERVICE!

BY APPOINTMENT

Shampoo Set	3.00
Haircuts	2.50
Combouts	1.00

OPEN MONDAY THRU SATURDAY

May Special

Haircut \$1.50 (Reg. \$2.50)

Tuesday and Wednesday only

The Beauty Center

464 Capitol St. NE
On Capitol between Center & Marion
In the Capitol Shopping Center
362-0992

IT'S YOUR DECISION . . . MAKE IT NOW!

Only a third of all state employees eligible for the new health plans have turned in their applications to date. Pick out the plan that best fits your needs, fill out your application and return it today.

And remember . . . when you need it, you're better off with Blue Cross.



BLUE CROSS OF OREGON
P.O. BOX 1271 · PHONE 225-5221
PORTLAND, OREGON 97207

It's New Car Time

And when you've found that best possible deal, don't talk financing until you've checked with us. Our interest on new car loans is $\frac{3}{4}$ of one per cent a month—9 per cent a year on the unpaid balance. Compare this with other loans available; the difference is often a big one.

Serving state employees in the
Mid-Willamette Valley since 1936

State Employees Credit Union

1622 State Street NE, Salem
Telephone: 585-7084

Open Monday through Friday, 9 to 5

OSEA Fights Attempt to Enter More Charges Against Employee

An order issued by hearings officers for the Public Employee Relations Board, which permitted a state agency to file additional charges against a dismissed employee after a hearing had been held on the dismissal action, will be appealed by OSEA and a private attorney.

Last February the Vocational Rehabilitation Division dismissed an employee in Grants Pass for alleged violations of the rehabilitation administrative manual requiring prior authorization for commitment of agency funds.

The dismissal notice charged seven separate instances of such violations. In addition, it stated: "These specific charges are illustrative of many other similar violations of policy and procedure authorized by you."

An appeal of the dismissal action was filed with the PERB by OSEA staff attorney John S. Irvin and Charles Seagraves, an attorney from Grants Pass.

Their appeal objected to the reference to "other similar violations" because it is contrary to Personnel Division rules regarding dismissal notices and because it failed to notify the employee what was being charged against him.

The appeal also contended that the specific charges were for the most part untrue, and that the dismissal action was taken for reasons amounting to bad faith.

A hearing of the appeal was set for April 18. On April 12, the hearings officers ordered the agency to make known to the employee the additional charges referred to by "other similar violations." On April 14, the agency gave Irvin and Seagraves a list of 50 additional charges against the employee, nearly all of which charged inadequate contact with clients.

Irvin and Seagraves filed motions objecting to last-minute filing of the additional charges. They contended that the action constituted an amendment of the dismissal action which would require a new 10 day notice period before the dismissal could be effective. They also argued that no hearing should be held until the employee had been given an opportunity to inspect the 50 files and answer the new charges.

However, the PERB hearings officers either denied or did not rule on the objections and both sides were required to proceed with the hearing. It lasted more than three days.

On May 2 the board's hearings officers issued their order continuing the case and allowing the agency to enter the new charges. The order awarded back pay to the employee to April 14, the date the agency issued its list of 50 additional charges.

The order followed several days of settlement attempts, subsequent to the Grants Pass hearing, in which the employee refused a final offer of full back pay and purging the records of the charges against him in return for his resignation.

"We feel the employee was entitled to a decision of reinstatement at the end of the hearing if the evidence was so weak it couldn't support a dismissal," Irvin said in announcing his intention to appeal the ruling.

"Our case introduced no facts unknown to the state. The agency already had its chance to charge the employee with all the things it wanted to. We disagree with the idea that the state should be allowed to amend its action or bring new actions after it has proceeded through the hearing until it finally finds a case strong enough to support a dismissal," he said.

OSEA Asks Congress to Remove State Employees From Hatch Act

"It is time to amend the Hatch Act and restore to a large body of American citizens the full rights of citizenship so that they in their own good judgment can decide what role, if any, they wish to play in the American political process."

That statement was made on behalf of OSEA by Executive Secretary Thomas C. Enright to the U.S. Senate Post Office and Civil Service Committee in Washington, D.C. last month.

It was hearing testimony on a bill to remove from the federal Hatch Act all political restrictions placed on state and local government employees.

"We believe eventually the Supreme Court of the United States will rule, as did the courts in California and Oregon, that blanket restrictions of the kind existing in the Hatch Act are unconstitutional," Enright said.

"When that happens, again we will probably hear complaints of law-making by the courts. But who can lament law-making by the courts if legislative bodies fail to act? I hope the hearings by your committee are an indication that the Senate of the United States is gearing up for necessary action."

Public employees are asking for an end to the protective custody which has been applied to them by the Hatch Act, Enright told the committee. "If there are dangerous political animals from whom the public and employees need to be protected, legislation should be directed towards controlling or confining them instead of keeping the public employees in protective quarantine."

Enright said state and local government officials, "with only vague knowledge about the act," feel it safer to advise employees against any political activity and to insist upon employees following their advice so as not to endanger federal funding.

"The result is that great number of public employees become political neuters, intimidated against engaging in even the most essential and unprohibited activities such as expressing an opinion or registering as a member of a political party," he declared.

PERB Will Hear Merit Pay Denials

The Public Employee Relations Board recently ruled that it has authority to hear employee appeals involving denial of merit pay increases.

It denied a motion by the state to dismiss several merit pay denial petitions filed by OSEA staff attorney John S. Irvin.

The state contended that the PERB has no jurisdiction to review denial of merit pay raises because they are not the type of "personnel actions" over which the board has authority to review.

The state's attorney also argued that granting of merit increases is solely up to the discretion of the various state agencies and could be based on factors other than merit.

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

'Will' Forms

Four "WILL" forms & 64-Page Booklet on WILLS. Written by Attorney Harry Hirschman, plus Important Guide to WILLS.

COMPLETE ONLY \$2

National Forms, Box 48313-W
Los Angeles, Calif. 90048

PATRONIZE OUR
ADVERTISERS