

# Excessive Claims Reduce OSEA Life Insurance Benefits by 10%

Benefits offered under the OSEA-Standard life insurance plan will be reduced ten per cent effective August 1 as the result of "unusually excessive claims."

Premiums for the OSEA-Standard income protection insurance plan will be increased 10 per cent for the same reason.

The action was authorized by OSEA's Board of Directors after it heard a report from Lester B. Strickler, director of the Association's Insurance Committee.

"Our claims have been so excessive that our stabilization reserves have been completely wiped out," he said. "Both the life and income protection group insurance plans are in the red."

"Until this year," Strickler said, "the claims experience of both group policies have been excellent. We have had two ten per cent increases in life insurance benefits without an increase in premiums. In addition, we have returned in excess of \$200,000 in accumulated premiums to those members who were insured under the plan."

"The ten per cent reduction will merely eliminate one of the ten per cent benefit increases given by the OSEA-Standard life insurance plan several years ago. The other ten per cent increase in benefits will remain in effect," he explained.

He said the current year has been "disastrous" for both plans. "Standard's actuaries can't explain the unusually heavy losses. We can only hope the claims will return to a normal pattern soon."

OSEA's board authorized the following changes in the insurance plans effective August 1: (1) a ten per cent reduction in life insurance benefits, (2) a ten per cent increase in income protection insurance premiums, and (3) a decrease in the life insurance coverage for a spouse and dependent child (age 6 months to 22 years) from \$1,500 to \$1,100.

All of the changes will be made automatically, according to Donald G. Olds, OSEA's business and services manager. He said employees will not be required to complete any insurance application forms.

# Park Ranger 1's Due Automatic Promotion Beginning Next Year

The Highway Division and Personnel Division have agreed to an OSEA request to automatically promote state employes classified as Park Ranger

1 to Park Ranger 2 as soon as they become qualified for the higher level job.

However, the new practice won't go into effect until July 1, 1973—the beginning of the new biennium.

The Highway Division presently is limited to approximately 20 Park Ranger 2 positions. That means many Park Ranger 1's compete for every Park Ranger 2 opening. In order to be promoted to the two level, employes usually must accept transfer to another state park.

Due to budget restrictions, the Highway Division will continue that practice. However, all Park Ranger 1 positions will be allocated to Park Ranger 2 positions in the division's 1973-75 budget. When that's done, there will be sufficient two level positions into which Park Ranger 1's may be promoted as soon as they become qualified.

The agreement was reached at a meeting among representatives of OSEA and the two agencies.

OSEA Field Representative Donald F. Larkin brought the problem to the attention of the Highway Division.

He said many park rangers have complained to him about the difference in the way they are promoted and the method used to promote highway maintenance men.

A Maintenance Man 1 is automatically promoted to Maintenance Man 2 as soon as he becomes qualified for the higher position. As the result of OSEA's request, the same method of promotion will be used for the park ranger classification after July 1, 1973.

# Walp Will Head CASE Committee

Howard Walp, a payroll officer at Portland State University, has been elected chairman of the Administrative Committee of Citizen Action by State Employes (CASE).

Secretary-treasurer of CASE will be Myrtle Jarvis, a medical records clerk at Oregon State Hospital, who also serves on the OSEA Board of Directors as director of institutions.

Other members of the CASE governing body are Kenneth Stueve, Corvallis, and William Thompson and Walter Schmidt, both of Salem.

At its first meeting on July 8, the new committee voted to give first priority to soliciting CASE memberships at \$10 per year to build a legislative candidate support fund. OSEA chapters also will be asked to hold fund-raising activities to build the CASE fund.

Surveys are now being made to determine which candidates are deserving of financial support by CASE. When completed, a tentative slate of candidates to be supported will be mailed to CASE members for their approval.

Concurrence by the OSEA Board of Directors also will be required before a candidate receives a financial contribution from CASE.

# Trial Service Raises Should Be Automatic, CSD Employes Claim

Nearly 70 per cent the Children's Services Division employes who responded to a recent OSEA survey said new employes should automatically get a pay raise after completing their trial service period even if it would result in increases being denied regular employes.

The 18-page survey, which was made up of 63 questions, was prepared by staff member Paul R. Ward. He said results will be used when OSEA renegotiates its collective bargaining contract with the agency.

Ward said he received about a 50 per cent response. Of the 1,001 questionnaires mailed to employes, 446 were returned.

In response to another question, 69 per cent said employes should get some additional benefit if their actual caseload exceeds their maximum caseload for an excessive period of time. Employes were about evenly divided as to what that additional benefit should be: accrual of compensatory time or automatic approval for over-time pay.

Responses to other questions in the survey included:

- 77 per cent said when employes believe a state

car available for use is unsafe to drive, usage of a private car at the maximum mileage rate should be presumed without need for written prior approval.

- 94 per cent said employes called back to work after their regular working hours should be guaranteed a minimum amount of pay for that work. A majority of those who responded thought the minimum time guarantee should be one to two hours.

- 90 per cent said employes should be allowed to adjust their hours of work to suit the demands of their job.

- 81 per cent said employes should be allowed to evaluate their supervisors and other administrative personnel.

- 86 per cent said if an employe is on an appropriate list and denied promotion, he should be given in writing the reasons why he was not promoted.

- 92 per cent said employes should be compensated for stand-by time during off-duty hours.

- 55 per cent said length of service with the agency in a classification should be a guaranteed consideration in promotions and transfers.

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