Employe Retirement Accounts Valued

Editor's Note: In an effort to keep OSEA members informed of the value of their accounts in the Public Employes' Retirement System, the OSEA News publishes the following table.

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 or fixed account on the date listed.

	VARIABLE ACCOUNT	FIXED ACCOUNT
January 31, 1972	$101.89	$100.52
February 29, 1972	$105.79	$101.05
March 31, 1972	$106.78	$101.57
April 30, 1972	$108.24	$102.09
May 31, 1972	$108.76	$102.61

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Lack of Employe Voice in 4-Day Week Draws OSEA Objections

OSEA has objected to the Personnel Division's new policy that allows state agencies to implement a 10-hour, four-day work week for employes.

Assistant Executive Secretary Everett B. Stiles outlined the objections in a letter to Personnel Division Administrator William G. Hughes.

The new policy "gives no assurance that employe desires, concerns, interests, or needs will be taken into consideration," Stiles said. "If an agency is going to embark on a new work schedule that may change the entire life style of the employe, he should have the opportunity to make the decision, not the agency."

The new policy directs agency heads to "make a reasonable effort to relocate an employe who is opposed to the adoption of the irregular work schedule."

"If relocation of an employe is not possible, what happens?" Stiles asked Hughes. "If an employe refuses to work an irregular work week, will he be terminated?"

Stiles also objected to the manner in which holidays are treated under the new policy. Hughes told the agencies that the Personnel Division cannot authorize additional holdiay benefits to employes who are on a 10-hour day, four-day work week.

"The area of fringe benefits, and specifically those questions concerning holidays, has always been a decision made by the legislature," he said.

"Therefore, we are suggesting that where possible agencies revert back to a normal eight-hour day, five-day work week during those weeks in which a holiday occurs," Hughes said. "If that is not possible, then any time off for a holiday in excess of eight hours will need to be made up by the employe either through additional work, compensatory time, vacation leave or leave without pay."

Stiles called that portion of the new policy "absurd."

"Employes are not machines that can make life style changes overnight," he declared. "It is conceivable that an employe's schedule would be changed for eight different holidays, thus meaning he would have to make a like number of changes in family requirements."

The Public Employe Relations Board at its last meeting rejected the Personnel Division rule proposal which would have permitted such changes, Stiles noted. "The PERB held that it would be arbitrary to apply your suggested rule, yet the new policy advocates the identical prodedure."

"In submitting these objections, it is not OSEA's intent to curtail the use of the four-day, 40-hour week, but rather to assure employes the right to have a voice in their employment," Stiles told Hughes. "These same objections were voiced to members of your staff over six weeks ago and apparently fell on deaf ears."

Stiles said it is the Association's position that in those agencies in which employes want the irregular work week, OSEA will amend its collective bargaining contract to permit such scheduling.

Reversal of PERB Ruling Casts Doubt on Numerous Pay Raises

Pay raises for a large number of state employes who were promoted or reclassified during a six month period last year became even more doubtful recently when Oregon's Court of Appeals reversed a ruling by the Public Employe Relations Board that said, in effect, the raises had to be granted.

Last September the Personnel Division adopted two new rules which increased from 6 to 12 months the time an employe who was promoted or reclassified had to wait before he was eligible for a merit pay raise.

The problem came about when the division attempted to apply the new rules retroactively from September 8 to March 8. That meant a large number of employes who had been promoted or reclassified during the six month period had to wait 12 months rather than 6 months before they were eligible for a pay raise.

OSEA staff attorney John S. Irvin filed a petition for review of the action with the PERB on behalf of four employes.

The board held the division's attempt to apply the new rules retroactively was contrary to the legal principle that laws and rules shall apply prospectively unless a clear intent to apply retroactively appeared at the time of hearing and adoption.

Despite the board's ruling, however, the Personnel Division held up all of the pay raises until the state's attorney appealed the PERB order to the Court of Appeals.

Following the court's reversal of the board's ruling, Irvin filed a petition for rehearing in which he asked the court to reconsider its opinion. If the petition is refused by the court, the matter will have to be appealed to the Oregon Supreme Court.

Membership Count Decreased by 173

Last month, for the eighth consecutive month, OSEA lost more members than it gained.

A total of 186 new members were enrolled during June while 359 dropped their membership for one of the following reasons: termination, cancellation, retirement, or death. That left OSEA with a net loss of 173 members.

The last month in which the Association recorded a net increase of members was October. It had a net gain of 186 that month. In the eight months since then it has lost a total of 1,006 members.

That total loss has been spread over the eight months as follows: November, 238; December, 8; January, 154; February, 191; March, 118; April, 20; May, 104; June, 173.

OSEA's total membership count stood at 16,413 as of July 1.

Job Opportunities for Women Subject of Committee Study

A joint committee composed of employe and management representatives of the Employment Division has been established to study and report on the "employment and promotional opportunities for women" within the agency.

It was established under terms of OSEA's collective bargaining contract with the agency.

Employe representatives are Susan Redmond, Portland; Justine Beck, Salem; and Beverly Bjurhing, Eugene. The Employment Division has named Hugh Wade, personnel; Jan Wylie, placement technician; and George Whitney, equal employment opportunity; as agency representatives.

Paul R. Ward, OSEA staff member, is a non-voting, ex officio member of the group.

The committee has held two meetings. It acquired data on the number of women working for the Employment Division and is now in the process of analyzing that data.

Through its study, the committee hopes to provide the Employment Division and Executive Department with recommendations which might be incorporated into some kind of "affirmative action" on behalf of women employes.

According to the contract, the committee is obligated to report its findings "no later than six months" from the time of its appointment.