

OSEA Outlines its Position On Employment Division Lay Off

OSEA has outlined to the Employment Division its position on a wide scale lay off of employes which has been brought about by a severe reduction in federal funds to the agency.

In addition, the Association has asked the agency to supply it with a list of positions to be cut and a list of the service credit computations made for each affected classifications so it may advise employes.

Ross Morgan, administrator of the division, told a meeting of the Emergency Board recently that the agency would have to lay off up to 130 employes because the U.S. Department of Management and Budget cut division funding by \$1.7 million. He said cutbacks will be made both in local employment offices throughout the state and in the division's central office in Salem.

Since Morgan made the initial announcement, however, the estimate of the number of employes to be laid off has decreased from 130 to about 60.

OSEA, as the collective bargaining representative of employes in the Employment Division, has advised the agency of its position regarding the lay off. Drafted by staff members John S. Irvin, Paul R. Ward and Richard A. Leith, it is as follows:

(1) Trial service employes, in OSEA's opinion, accrue service credits and have the same rights as regular status employes in the lay off procedure, including the right to "bump" another employe with fewer service credits.

(2) The Personnel Division has said employes who are required to transfer geographically, as part of an agency lay off procedure, must, if they refuse to transfer, either resign or be fired. It is OSEA's position that those are not the only alternatives. To avoid such transfer, involuntary

resignation or dismissal, employes may elect to waive their service credits and be laid off in place of employes with fewer service credits who would otherwise be laid off.

(3) The state does not have authority to put employes on leave without pay, OSEA believes, without following the lay off procedure. Such leave or temporary interruption of employment may not be imposed as a substitute for lay off or to cut down the work force pending service credit determination.

(4) It is OSEA's position that the division may not, as has been suggested, reduce the salary of an employe who "bumps" into a lower class because it objects to such "bumping" by the employe.

(5) Interviewer aides working on a part-time basis have the same lay off rights as other full-time employes, in OSEA's opinion. Unless such aides are retained as employes and kept on the payroll, the lay off procedure must be followed for part-time aides as well as for other employes. If work for the aides later becomes available, no new aides may be hired until all aides previously out of work have been called back.

(6) No employe may be given preferential treatment in a lay off situation by virtue of the fact that his position is part of a particular federal program, or because the salary for the position is paid from a particular federal fund.

"We strongly urge any employe who might be affected by the lay off to review the Employment Division's statewide computation of service credits by classification," Ward said.

"Employes should make no decision regarding 'bumping,' demotion, resignation, or transfer until they know their rank order on the lay off list based on service credit," he said.

AG Rules Former WRB Director May Keep \$1,600 Vacation Pay

Attorney General Lee Johnson has ruled that the former director of the State Water Resources Board does not have to repay some \$1,600 he was paid for accrued vacation leave upon his resignation.

Johnson's ruling, which was requested by OSEA Executive Secretary Thomas C. Enright, overturned an earlier opinion issued by Louis S.

Bonney, assistant attorney general, who said the money had to be repaid.

When Donel J. Lane quit his job to begin work for the federal government, he was paid \$1,626 for 177 hours of vacation leave and \$586 for 64 hours of compensatory time he had accrued.

The Division of Audits took exception to the payments, and the Department of Justice was asked to review the matter. Bonney issued an opinion which said that as a public officer assigned a specific maximum salary by the legislature, Lane was not entitled to any compensation other than the statutory salary.

Enright disagreed with Bonney's opinion and asked Johnson to review it to determine whether or not Lane was entitled to be paid for the accrued vacation leave. He did not challenge that portion of the opinion that said Lane had to return the money he was paid for accrued compensatory time.

Johnson held that the maximum salary specified by the law does not govern payment of accrued vacation leave, and said for that reason Lane does not have to repay the money.

OSEA's Researcher Takes New Position

OSEA's research analyst—Mrs. Dessel Graves—has left the headquarters staff to join the Board of Education as a personnel officer.

Mrs. Graves began work for OSEA in June, 1970. Prior to that, she worked for the personnel division of the Allstate Insurance Company for nearly 14 years.

She will fill the position vacated by Vern Smith, who retired from the Board of Education recently.

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
June 30, 1972	\$104.42	\$103.14

ATTENTION STATE EMPLOYES!

Private parking available on the east lot of Salem Boys' Club at \$10 a month. For further information contact office at 1320 Center Street or call 581-7399.

'Will' Forms

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

COMPLETE ONLY \$2 National Forms, Box 48313-W Los Angeles, Calif. 90048

A Free Radio-Alarm? Eight Gorgeous Goblets?

Not from us. Even if we wanted to play the giveaway game, the law wouldn't allow it. You see, a credit union that pays top dividends isn't permitted to give premiums to new members. We think you'd rather get maximum earnings on your savings. We know that's what we'd rather give.

State Employees Credit Union

1622 State Street NE, Salem

Telephone: 585-7084

Open Monday through Friday, 9 to 5

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

August Special

Shampoo Set & Haircut \$4.00 (Reg. \$5.00)

Tuesday and Wednesday only

The Beauty Center

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

362-0992

* \$195 DOWN, \$37.70 A MONTH FOR A BRAND NEW CAR?

Yes, for a short time only, Eastgate Subaru will match your down payment, either cash or equity in your trade, up to \$195 on the sticker price of the remaining brand new 1971 front wheel drive Subaru Stars. Available in 2-door coupe, 4-door sedan or 4-door station wagon. All are fully equipped with front wheel drive, 4-speed, 4-cylinder 62 HP fanless engine, rack and pinion steering, inboard brakes, reclining seats, carpets, radio, white walls and a trunk that holds 42 soccer balls. 30 miles to the gallon. 80 miles an hour and famous front wheel drive stability on ice and snow.

* Example: 1971 Subaru 2-door coupe

selling price	\$1905.00
Cash or equity down	195.00
Matching down	195.00
Balance to finance	1515.00
Monthly payments	37.70

(48 months, APR of 9%)

On approved credit

Eastgate Subaru

888 12th Street SE
Salem, Oregon

Phone: 364-8445