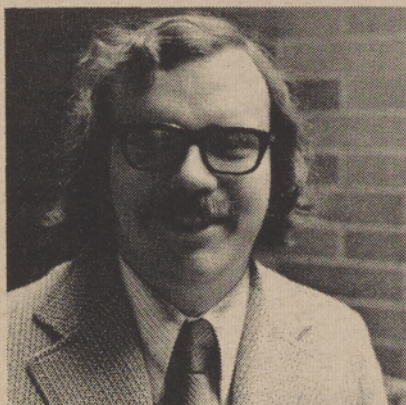


Inquiring Photographer

What's Been Your Experience with the New Work Plan and Performance Appraisal System?

(Asked of state employees in the Portland metropolitan area)

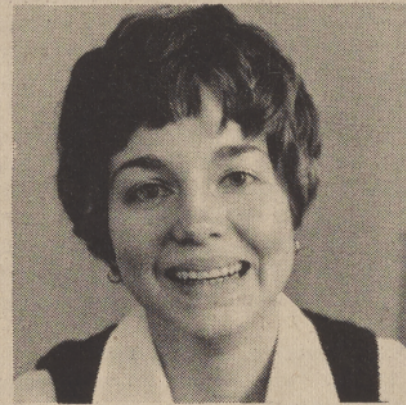


DAVID D. SAUNDERS
Service Worker
Children's Services Division

What work plan? I was recently given a merit rating under the old system. At that time I was told my supervisor would sit down with me sometime prior to July 1 and together we would develop a work plan. I really don't know much about the new system. All I've heard are rumors. I think it would help morale if employees could be briefed about the new system as supervisors were recently.

KRISTI DIGITALE
Clerk-Typist
Health Division

I've only worked for the State of Oregon for two months so perhaps I'm not the best person to ask that question. However, what little I know of the work plan and performance appraisal system I like because I know exactly what's expected of me. I think it will serve as a reasonable method to determine whether or not to grant a merit pay increase.

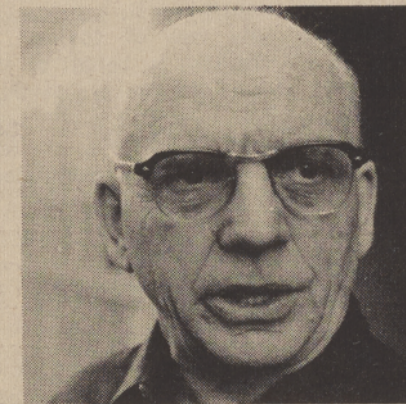


JEAN RUNYEN
Administrative Assistant
Public Welfare Division

My experience has been very good. For the first time since I've worked for this agency I know exactly what my responsibilities are, thanks to my work plan. I think the new performance appraisal system will prove to be better than the old merit rating system for the clerical employees I supervise. Of course, I cannot say how it will affect the other classifications in state service.

WALTER DREGER
Custodian
UO Dental School

All I know about the new performance appraisal system is what I've heard through the grapevine. As far as I know I don't have a work plan. I really don't know anything about it. There seems to be a lot of confusion among employees over the new system. We've all heard rumors. I think it would be helpful if it could be explained in a meeting of all employees.



JIM BAER
Institution Worker
UO Medical School

I've worked here 15 months and I've never heard of a work plan or the new performance appraisal system. When I was hired I was told in general terms what was expected of me. But I've never sat down with my supervisor and discussed a work plan or a performance appraisal system. As far as I know my merit rating due next March will be based on the present system.

HELEN WRIGHT
Secretary
Health Division

I think I'm going to like it. I say that because under the new system I can set definite goals. I also like it because it specifically—in writing—outlines the duties and responsibilities of my job. After a period of time I can look back and see how close I am to reaching the goals I have set. I think the work plan will create more incentive among employees to do a better job.



LIFE WITH OTHERS

California Earmarks \$500,000 for Political Action

Delegates to the 42nd General Council of the California State Employees Association voted to earmark \$500,000 a year of dues income for political activities.

Delegates voted to set aside 50-cents a month from each member's dues to go into CSEA's political action fund. The vote was taken after several of the state's top political leaders urged the Association to become more active in the selection of "friendly" legislators and state officers.

"This action by delegates indicates that CSEA will continue to move forward, that we will not retrench—as some have suggested we might—and that we have a strong, healthy and unified organization," LeRoy A. Pemberton, who was re-elected to his second term as president of the 107,000-member Association, said.

Delegates also approved a change in CSEA's constitution to allow either the Board of Directors or the General Council to decide which candidates to support through the fund.

"The criteria for determining which candidates receive CSEA support," Pemberton said, "will be based solely on their attitudes toward state employees without regard to political party affiliation. We know we have friends on both sides of the aisle."

Pemberton said if a CSEA member doesn't want his money used for politics, he must notify the Association and his dues dollars will be transferred into the operations budget.

MAINE

The Maine State Employees Association has adopted the following six-point legislative program which it will submit to the coming session of the state legislature:

(1) A five per cent pay raise for 1973-74, followed by a five per cent hike in 1974-75. MSEA wants all employees to receive the adjustment.

(2) A change in the retirement system from the 1-60th to the 1-50th formula and an increase in the pension minimum from \$80 to \$100 a month.

(3) Payment of 100 per cent of the cost of state employee group health insurance by the State of Maine.

(4) A night shift pay differential for state employees who work other than the regular day shift.

(5) A change in the retirement system to permit state employees to take their military service credit at the time of retirement if at that time they have 10 years of creditable service in the system.

(6) Adoption of a collective bargaining law for state and university employees.

FLORIDA

The Florida Supreme Court has warned the state legislature that if statutory guidelines for public employee collective bargaining are not set "within a reasonable time," it will have no choice but to fashion standards by judicial decree to meet a constitutional requirement granting Florida public employees the right to bargain collectively.

IOWA

The State of Iowa Employees Association sponsored a series of meetings between its members and candidates for the state legislature prior to the election.

SIEA said it held the meetings "to provide face-to-face dialogue on working conditions in state employment."

CONNECTICUT

The University of Connecticut Board of Trustees, under intense pressure from the Connecticut State Employees Association, students, legislators and others, has agreed to take no action on contracting out the university's food service operation until CSEA has had an opportunity to present its arguments against the plan to the board.

MONTANA

The Montana Public Employees Association recently surveyed its members to learn which fringe benefits are most important to them. Employees listed the following fringe benefits in order of importance:

(1) Statewide health insurance, (2) increased mileage and per diem allowances, (3) improvements in the merit system, (4) retirement after 30 years of service, (5) cost of living adjustment for those employees already retired, (6) unemployment insurance for public employees, (7) refund of interest during the first 10 years in the retirement system, (8) collective bargaining for public employees, and (9) military service credit for retirement.

ALASKA

The Alaska Public Employees Association is polling its membership to learn if members want a \$1.00 per month dues increase to provide legal representation, travel expenses to negotiate collective bargaining contracts, creation of a permanent staff position in Fairbanks, new office equipment and a retirement fund for the APEA staff.