A member of the Association of Governmental Employees (AGE), which includes over 500,000 public employees

the OSEA news

The monthly publication of the Oregon State Employes Association

Volume XV, Number 2 | OSEA, 1127 25th Street SE, Salem, Oregon 97301 | February, 1973

$50 Million Employe Pay Package Approved

A collective bargaining contract which sets forth a $50 million pay and fringe benefits package for nearly 24,000 classified state employes in the 1973-75 biennium has been negotiated by OSEA with the Executive Department.

The historic document, which took five months to negotiate, must now be submitted to the legislature for funding and implementation.

Effective date of the contract is July 1. It calls for the following pay raises and increases in fringe benefits for those employes who are represented in collective bargaining by OSEA:

- A $30 a month pay raise for all employes working in job classifications which are paid within the first seven salary ranges. That group includes some 4,500 workers in 63 classifications. The percentage amount of the increase ranges from 9.8 per cent for employes at the first step of pay range one to 5.7 per cent for employes at the top step of pay range seven.
- A one-half of one per cent increase for about 40 employes in 4 classifications.
- A 4.06 per cent wage hike for about 700 employes in 36 classifications.
- A 9.06 per cent salary boost for approximately 100 employes in 8 classifications.
- A 10.5 per cent pay raise for some 1,000 employes in 110 classifications.
- A 15.5 per cent increase for approximately 15 employes in 3 classifications.
- A 5.5 per cent salary increase for all other state employes who work in collective bargaining units represented by OSEA. That number totals some 18,000 workers.
- An incentive award program in which up to 10 per cent of the employes in every state agency shall be eligible for a lump sum payment equal to three per cent of annual salary. Incentive pay awards will be made once each year and will be based on job performance.
- A new salary administration program based upon a performance appraisal system uniformly applied throughout the classified service. Employe job performance will be evaluated using classifications specifications, position descriptions and work plans developed jointly by employes and their supervisors. Employes rated in Category A ("makes superior contribution in nearly all areas") and Category B ("meets requirements for all areas, perhaps exceeding some") will automatically get an annual performance pay raise. Employes rated in Category C ("meets most requirements, but does need improvement") will receive a performance pay raise unless the needed improvements are major in nature when related to a work plan and position description. The contract does not permit any numerical limitation on the number of employes who may receive an annual performance pay raise, nor does it allow a limitation upon the number of employes who may be rated in any category.
- A sum of money equal to 5.5 per cent of the state's payroll will be earmarked for classified state employe compensation on July 1, 1974 — the mid-point of the 1973-75 biennium.
- A $5.00 per month increase — from $10 to $15 — in the state's contribution toward employe medical-hospital insurance. If the monthly contribution exceeds the employe's premium, the excess shall apply to dependent coverage.
- Payment of accrued sick leave in the form of an increased pension for employes who leave state service as the result of retirement, disability or death, or who terminate and leave their annuity account with the Public Employes' Retirement System.
- A one day per month increase in vacation leave. In addition, employes will be eligible for vacation leave after six months of service (rather than one year), and the Executive Department will support a law change to allow employes to accumulate 250 hours (rather than the present 200 hours) of vacation leave.
- An increase from 9 cents to 11 cents a mile in the mileage reimbursement rate for private automobiles used for state business. The reimbursement rate for private autos used for the convenience of employes will be increased to 7.5 cents a mile.
- A $2.00 per day increase — from $15 to $17 — in the state's per diem rate. Following is a breakdown of the daily rate: lodging, $9.00; breakfast, $1.75; lunch, $1.75; and dinner, $4.50. In addition, employes who work at job sites for less than 30 days shall be paid the short-term per diem rate.

It took OSEA and the Executive Department five months to negotiate the contract. On several occasions negotiations broke down. The contract was concluded with the help of mediation by Kenneth Brown of the Public Employe Relations Board.

OSEA's collective bargaining contract with the Executive Department is printed in its entirety on pages 6-7-8-9.

Their Signatures Ended Five Months of Negotiations

Five long months of negotiations by OSEA and Executive Department bargaining teams ended last week when Thomas C. Enright, executive secretary of the Association, and Cleighton L. Penwell, director of the Executive Department, signed a contract which provides a $50 million pay and fringe benefits package for some 24,000 state employes.

Per Diem Hiked After Negotiations

One increased fringe benefit for state employes negotiated by OSEA with the Executive Department won't be delayed until July 1—the effective date of the new contract.

A change in the state's per diem rules was put into effect by the Executive Department the day after it was negotiated by the Association.

The agency changed its administrative rules to allow employes to be paid at the "short-term" per diem rate when they are absent from their official work station less than 30 days. Employes will be paid at the "long-term" rate only after they have been in one location for more than 30 days.

The short-term per diem rate is presently $15 a day. It will go to $17 a day on July 1 as the result of contract negotiations. The long-term rate will remain at $9.

Highway Division traveling crews comprise the largest group of employes affected by the new rule.

Johnson Accuses OSEA of Making 'False Statements'

Attorney General Lee Johnson has accused OSEA of making "false and totally unwarranted" public statements about him in connection with an unfair labor practice charge the Association filed against the Department of Justice.

OSEA Executive Secretary Thomas C. Enright answered the accusation by pointing out the fact that just because the Association's charges are difficult to prove does not mean they are inaccurate or invalid.

The Association's collective bargaining team conducting contract negotiations with the Department of Justice last August charged the attorney general's bargaining representatives with failure to bargain in good faith and with committing an unfair labor practice.

The unfair labor practice charge stemmed from what OSEA negotiators said was an attempt by Department of Justice representatives to improperly influence the filing of a petition to decertify the Association as the collective bargaining representative for agency employes.

The Public Employe Relations Board said it would not hear the failure to bargain in good faith charge while a decertification election was pending. It also ruled that it has no legal authority to hear unfair labor practice complaints other than failure to bargain or failure to comply with the terms of a contract.

An OSEA effort to invalidate the decertification petition was set aside by the PERB last month when the Association failed to make a timely filing of an amended complaint making its improper influence charge legally more definite and certain.

Following that action, the PERB scheduled an election in the Department of Justice classified employes bargaining unit. Employes will vote on whether or not they want OSEA to continue to represent them. Ballots will be mailed to employes on February 20 and must be returned to the PERB by March 3.

Johnson told Enright he found it "interesting" that OSEA did not publicize PERB's dismissal of the Association's improper influence charge. Apparently the attorney general thought he caught OSEA attempting to conceal adverse publicity. However, what he apparently does not realize is the fact that the January edition of The OSEA News was published prior to the time the PERB issued its dismissal order.

Johnson told Enright he "believes in collective bargaining and have even recommended to the governor that public employes be given the right to strike."

"I am pleased that we do appear to have one area of agreement," Enright replied. "We will look forward to your testifying in favor of our public employe strike bill when it comes before the legislature."

PERB will have authority to hear and decide unfair labor practice charges if a bill (HB 2263) passes this session of the legislature. The measure, proposed by the Governor's Task Force on Collective Bargaining, is now pending in the House Labor and Industrial Relations Committee.