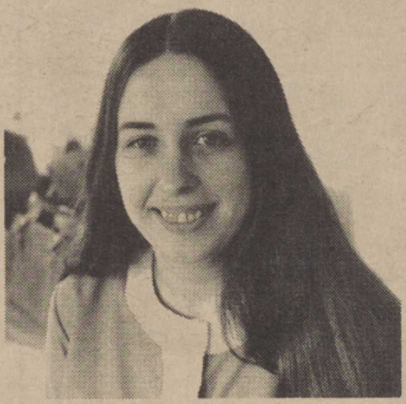
Inquiring Photographer

What's Your Opinion of the Pay and Benefits Package OSEA Negotiated for State Employes?

(Asked at various state agencies in Salem)



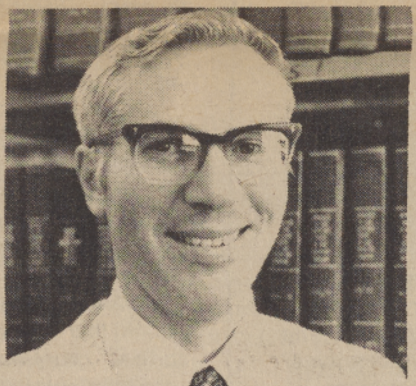
DONNA BATES
Psychiatric Aide 1
Fairview Hospital & Training Center
It's great! I especially like the increased medical-hospital insurance contribution and the one day increase in vacation leave. I'm also pleased with the salary package. It will mean about an 11 per cent increase for my classification during the next two years. One benefit the contract doesn't have that I wanted is dental insurance, but I guess we can't have everything.

DALE CLAUDEL
Software Specialist
State Accident Insurance Fund
I think it is an outstanding effort in view of the fact that OSEA got all of the benefits it promised employes last year in the Program for Progress. I'm very happy with the salary recommendation for my classification. I also think the increase in the health insurance contribution, although only $5 a month, is significant in that any premium excess may be applied to dependent coverage.

KEITH CRANE
Maintenance Foreman 1
Highway Division
I think it's a good contract. Payment of accrued sick leave is something that has been needed for a long time. I think it will cut down on a lot of absences. I'm also happy to see the increases in vacation leave and vacation accumulation. The increased health insurance contribution is needed, too. As far as I'm concerned, better fringe benefits are more important that increased pay.

DELORES CLOUSE
Clerk 4
Employment Division
I've worked for the state 20 years and it's the best pay and fringe benefits package for state employes I've seen. I'm satisfied with the pay proposal for my classification, but I would have liked a provision to allow annual pay raises for employes at the top of their salary range. The contract proves we've come a long way in having a voice in what our pay and benefits should be.

MARY HART
Clerk 2
Motor Vehicles Division
If all of the contract provisions are implemented by the legislature, it will be a big improvement for state employes. I very much favor the flat $30 pay increase for employes in the first seven salary ranges. That's been needed for a long time because it gives a greater increase to people in the lower pay ranges. A straight percentage increase favors those in the higher ranges.



MIKE McQUADE
Archivist 2
State Library
I'm satisfied with the proposed pay raises. However, I'm a little disappointed with the vacation leave provision—it's still too conservative. I think the health insurance contribution should have been greater, especially in view of talk that Blue Cross probably will raise premiums. Perhaps the cost of the monthly premium should be borne equally by the state and the employe.

LIFE WITH OTHERS

Colorado Bargaining Bill Will Permit Employe Strikes

A collective bargaining bill for state employes that permits strikes in limited instances will be introduced in the Colorado legislature by the Colorado Association of Public Employes (CAPE).

The bill provides for bargaining between the state and its employes. The state is defined as the governor or his designee. If a negotiated contract requires legislative action, both sides would be obliged to work for passage of necessary legislation.

Administration of the bargaining process, including determination of bargaining units and conducting hearings on violations or unfair labor practices, would be done by the state's Personnel Board.

"The bill is designed to provide an effective way of carrying out negotiations between the employes and the state," a CAPE spokesman said. "While strikes would be authorized in limited cases, we feel an actual occurrance of or need for a strike would be quite rare."

In case of an impasse, the bill provides for mediation and fact-finding before employes could file notice of a strike. Before a strike could take place, a court would have to rule the action would not be injurious to the public health and safety and that all other means of solving the dispute had been used. The bill says if a court ruled out a strike, the dispute must be resolved by binding arbitration.

NEVADA

"State employes bring to government a wide range of education and skills. They also bring energy and dedication," Governor Mike O'Callaghan said in his biennial message to the Nevada legislature.

"I expect them to make a 100 per cent effort for the people of Nevada. In exchange, I believe they are entitled to fair compensation," he declared.

O'Callaghan backed up his words by including in his budget the funds necessary to provide the following pay and fringe benefits package to state employes during the next biennium:

A five per cent pay raise for all classified employes retroactive to January 1, 1973; a cost of living salary increase of up to five per cent on January 1, 1974; a career incentive pay plan; payment of the entire premium for state employe health and life insurance; an increased appropriation for merit awards; and payment of a differential to employes working night shifts.

CONNECTICUT

The Connecticut State Employes Association (CSEA) has criticized a report issued by Governor Meskill's Commission on Public Employment Relations because it includes a strict prohibition against strikes and proposes harsh penalties for strikers in a proposed collective bargaining law for state employes.

CSEA Executive Director Edward Gallant said that the Association favors a "limited right to strike—limited to people holding state jobs which are not absolutely essential for maintaining public health and safety."

In its report, the commission recommended severe punishment for state employes who strike, including revoking their job tenure and wiping out their accumulated vacation and sick leave time. The commission also said that any labor organization supporting such a strike should be decertified as a representative of employes.

CALIFORNIA

Governor Ronald Reagan has kept his word to the California State Employes Association (CSEA) with a 1973-74 budget which promises to end a six-year drought in state employe pay.

A total of $188.9 million has been earmarked for pay hikes. That is enough to provide an average 12.9 per cent increase.

There will be no across-the-board increase, however. The entire amount budgeted will be used to correct salary inequities. A CSEA spokesman said pay raises will range from a low of four or five per cent to a high of 20 per cent or more, depending upon how far each classification is behind prevailing rates.

It was during a strike by Water Resources employes last May that Reagan made his commitment to correct salary inequities.