

# OSEA Files 'Bad Faith' Complaint Against Correctional Institution

OSEA has charged the Correctional Institution with refusal to bargain in good faith in a complaint filed with the Public Employee Relations Board.

The Association's old "basic" contract has been in effect at the agency since 1968. A new contract was submitted for negotiation last December. The complaint stems from incidents that have occurred at the institution since the new contract was proposed, according to C. D. Johansen, head of OSEA's negotiating team at the agency.

Johansen said the correctional captain in charge of officers held a meeting with some officers prior to the beginning of negotiations. "He informed them that the method of assigning posts, which had been in effect for five years, was being changed. He said officers who had desirable posts would probably get undesirable posts, and those officers who were assigned to posts they couldn't handle may have to be fired."

The captain implied the changes were being made because of OSEA's proposed contract, Johansen said. "We view the captain's action for what it was: a deliberate attempt by the OSCI administration to alienate the employees from OSEA and cause dissension among them."

During the first two and subsequent negotiating sessions, Johansen said, the agency's negotiating team took the position that they were not willing to discuss OSEA's proposed contract.

"They were willing only to talk about their counter proposal, which was nothing more than a stripped-down version of OSEA's old basic contract negotiated over four years ago. Not a single counter proposal regarding an employee benefit item was made by the agency until forced to do so under the threat of a bad faith charge," he said.

During the first six negotiating sessions, OSEA's negotiators made several attempts to bring about meaningful negotiations, including a meeting with OSCI Administrator George Sullivan.

"Nothing produced results," Johansen said. "The agency maintained its position that it wanted to put the old basic contract back into effect."

In an attempt to resolve the problem, the Association asked the agency to agree to a declaration of an impasse and to ask for mediation by the PERB. It refused. OSEA finally had to force mediation on the agency on a unilateral basis.

"Three mediation sessions finally forced the agency to consider OSEA's contract proposal, but their actions in negotiations clearly indicate an attitude of bad faith in that the OSCI proposals were an obvious attempt to widen disagreement on each issue rather than to bring about agreement," Johansen said.

## OSEA Asks OSU To Investigate Employee Charge

OSEA staff attorney John S. Irvin has asked the president of Oregon State University to investigate a complaint of intimidation and coercion lodged by two employees.

The complaint originally was made to Field Representative Gilbert C. Polanski by two OSU domestic workers who recently asked OSEA to appeal the reclassification of their positions to the Public Employee Relations Board. Polanski turned the matter over to Irvin.

Irvin told OSU President Robert MacVicar that he has information which indicates an administrator in the food services department may be taking "retaliatory action" against the two domestic workers because they asked OSEA to attempt to reclassify their positions from domestic worker to baker.

He noted such conduct is in violation of both law and PERB rules and asked MacVicar to investigate the matter.

"Regardless of law or rule, this conduct is destructive of good labor relations and employer-employee relations, and is, I assume, at odds with what is expected of OSU administrative officials," Irvin said.

## How's That For Full Membership?

The faculty of the University of Oregon's School of Music is proud of a recent achievement: it reached 100 per cent membership in OSEA.

In fact, the school has exceeded 100 per cent membership. How? Leslie Breidenthal, a group representative for UO Faculty Chapter 77, explains it this way:

Every full-time faculty employe of the School of Music is a member of the Association. That accounts for the 100 per cent membership.

But besides that, the dean and the associate dean of the school also are members. And, in addition, there is a part-time faculty member and a teaching assistant who have joined.

And, if that isn't enough to exceed the 100 per cent membership requirement, there also is a retired member who remains active in chapter activities.

It is on that basis that the School of Music claims a 100 per cent—plus—membership.

## Sullivan, OSCI On Unfair List

George E. Sullivan and the Oregon State Correctional Institution have been placed on OSEA's unfair labor practice list by vote of the Association's Board of Directors.

Sullivan, superintendent of OSCI, joins Attorney General Lee Johnson as the only agency administrators in state government on the list.

The reason for placing Sullivan and the Correctional Institution on the list stems from incidents that have occurred during negotiations on OSEA's proposed collective bargaining contract.



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## Employee Retirement Accounts Valued

Editor's Note: In an effort to keep OSEA members informed of the value of their accounts in the Public Employees' 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 accounts on the date listed.

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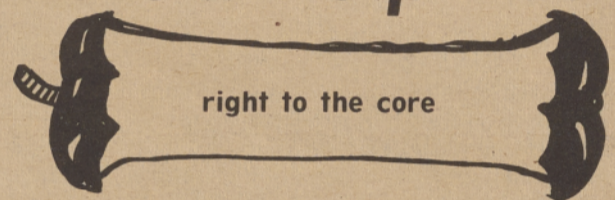
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