Inquiring Photographer

What Should OSEA Do if the Legislature Cuts The Pay Package Negotiated for State Employes?

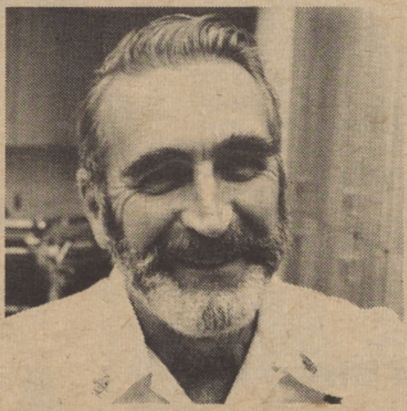
(Asked of OSEA members at the Board of Directors meeting in Salem)

BETTY WOLFF
Psychiatric Aide
Columbia Park Hospital
Chapter 35, The Dalles

I think the pay and benefits package is reasonable and apparently the state has the money to implement it. For those reasons the package ought to be approved as negotiated. If it is cut, OSEA should publish the names of those legislators who vote to do so prior to the next election. Dissemination of a voting record should be part of OSEA's political education program before the next election.

BILL PLEMMONS
Carpenter
Oregon State University
Chapter 29, Corvallis

That's a tough question to answer. I'm not sure what we could do about it, but we couldn't stand idly by and do nothing. Cutting this negotiated contract would be a direct insult to OSEA and the Executive Department and would have a harmful affect on collective bargaining in the future. Probably all we could do now is keep the membership informed and have them contact their local legislator.



HOWARD WALP
Payroll and Parking Manager
Portland State University
Chapter 81, Portland

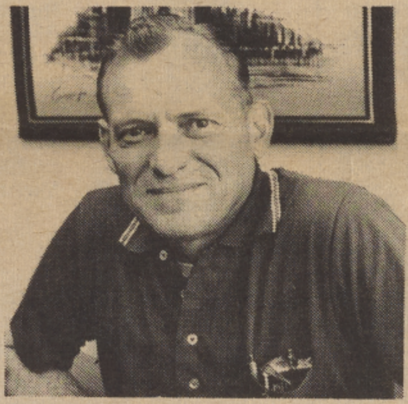
The concept of collective bargaining for pay and fringe benefits is extremely important to state employes. If the legislature refuses to fund the entire negotiated package there is probably little OSEA can do at this late date except ask its members to write individual legislators. With the support of its membership, however, OSEA can and should resolve the problem at the 1974 election.

ELLIE TURNER
Institutional Worker
Fairview Hospital
Chapter 57, Salem

I don't think we should wait until they cut it. As soon as a cut is suggested we ought to take action. What kind of action? OSEA should inform its membership of the names of legislators who suggest or vote for a cut and every member should write, telephone, or send a telegram to those legislators urging them to support the package. That kind of grass roots support would be very effective!

NANCY DURFEE
Library Assistant
University of Oregon
Chapter 88, Eugene

It seems to me the only action OSEA could take is to bring pressure to bear on those legislators who vote to cut the package by publishing their names. That should result in a lot of letter writing by state employes who are concerned about their pay and fringe benefits, not to mention the future of collective bargaining. The names should be published now and prior to the next election.



MARVIN POISSOT
Claims Adjudicator
Employment Division
Chapter 40, Eugene

I don't think our alternatives are very clear right now, but I do think any cuts in the negotiated package would serve as a very good basis for future political education and activity. If every OSEA member would write his legislator, I believe we could swing the vote in our favor. I've written my legislators and I'll continue to do so until the matter is decided.

LIFE WITH OTHERS

Massachusetts Employes Battle Reorganization

The Massachusetts State Employes Association has formally declared war on Gov. Francis W. Sargent's plan to reorganize state government, calling it "a shell game."

MSEA says the reorganization will result in "wholesale firing of career employes," and has asked the legislature to repeal the plan.

At a hearing conducted by the Joint Legislative Committee on Public Service, Mark Dalton, MSEA's chief counsel, said claims by the Sargent administration that state employes will be taken care of under the reorganization are "window dressing."

"There's no question about it," Dalton said. "They intend to fire large numbers of state employes. If they do, it would be a grave injustice." He said the Association will seek a court order, if necessary, to stop the reorganization.

The reorganization plan calls for centralizing power over state government under ten cabinet secretaries appointed by Sargent. He claims implementation of the plan will save the state $90 million, largely by eliminating scores of "unneded agencies and unnecessary jobs."

"The Massachusetts State Employes Association has become increasingly disturbed over the past two years at the increasing evidence that the reorganization of state government is being mishandled," Charles C. McGlynn, MSEA president, said in a recent newspaper interview.

"We had a representative on the committee that drafted the legislation for phase one of the reorganization and fully supported the need for efficient operation of state government." He listed the following reasons for MSEA's growing disillusionment with the governor's plan:

- The architects of reorganization were dismissed by Gov. Sargent before the structure was ever built.
- Gov. Sargent is guilty of "unnecessary duplication" in naming secretaries and has failed to keep his pledge to utilize the talents of present career employes.
- Gov. Sargent is recommending "wholesale firing of career employes" even though his own advisory committee on modernization has recommended against it.
- Gov. Sargent has been guilty of "waste and inefficiency in the extravagant and unnecessary hiring" of outside consultants.
- Gov. Sargent has "scrapped the original reorganization plan of the distinguished men and women who drafted the original bill."

"The governor has never given a damn about career employes," McGlynn charged in the interview. "The governor has never exhibited any concern or compassion for the human beings affected by his constant threat of massive firings."

MONTANA

A full year of joint research and consultation between the Montana Public Employes Association and the state's Public Employes Retirement System has resulted in a bill being approved by the legislature which makes major changes in retirement benefits.

The four major changes that will be made as a result of the legislation are:

(1) Employes will be permitted to retire after 30 years of service, regardless of age, with no reduction in benefits.

(2) Employes who leave state service and withdraw their contributions from the retirement system will get the interest earned by their accounts. The present interest rate is 5.5 per cent.

(3) Employes will get credit for up to five years of military service.

(4) Those presently retired will be given an increase in benefits based upon the cost of living index.

WASHINGTON

Despite opposition from the Washington State Employes Association, that state's legislature has adopted a bill permitting creation of union shops in state government.

The new law says an union shop may be imposed in a bargaining unit if at least 50 per cent of the employes in the unit vote in favor of it in a secret ballot election.

Within 30 days of a favorable election, all employes in the bargaining unit must join the employe organization certified as the exclusive representative.

Employes who have specific religious beliefs to the contrary must join the certified employe organization but may designate where within the organization their dues dollars will be used.

MAINE

State employes in Maine now have the choice of receiving their paychecks in person or having them sent to a specified bank to be deposited in a checking account.

The new service was started recently upon completion of a successful pilot program. All banks in Maine have been invited to participate in the program.

MARYLAND

Incensed over a public announcement that Blue Cross of Maryland is showing a profit of more than $16 million, the Maryland Classified Employes Association is seeking to get the excess profits returned to policyholders and to prevent any recurrence of such overcharges.

The MCEA will introduce legislation that would free the state's insurance commissioner to investigate public employe health insurance carriers.