

# Records Show Most Disciplinary Actions are Upheld

State employes who have appealed dismissal or suspension actions to the Public Employee Relations Board have fared poorly during the first six months of this year.

Records obtained from the PERB show seven appeals from dismissal and one appeal from suspension have been heard by the board. Disciplinary action taken against employes has been upheld by the board in seven of the eight cases.

Actions upheld include dismissal of a chemist by the Department of Environmental Quality, dismissal of a carpenter by the University of Oregon Medical School, dismissal of an information officer by the State Economic Opportunity Office, suspension of a mail carrier by the Children's Services Division, dismissal of a custodian by the University of Oregon and dismissal of a psychiatric aide by Fairview Hospital and Training Center.

Employes in all of those unsuccessful appeals were represented by OSEA. The only case in which a dismissal was not upheld by the board involved a psychiatric aide at Fairview Hospital who was not represented by the Association. His dismissal was modified to a suspension by the board.

"In none of these cases where we represented the employe in an appeal," said OSEA staff attorney John S. Irvin, "could I foresee any reasonable chance of getting the disciplinary action modified or set aside."

"The state agencies, apparently with substantial guidance from the attorney general's office, have had adequate, substantial grounds for disciplinary action in each case. They also have been far more careful to warn employes ahead of time of shortcomings in performance," he noted.

"We used to get many cases in which an agency was on the wrong track in taking disciplinary action against an employe, and many times the employe's co-workers would come to us to point out that fact. That just doesn't seem to occur any more," Irvin said.

He noted there nearly always is "some substantial fault" involved in disciplinary actions. "The main reason we press the appeal usually is to present our position that the penalty imposed is too severe. This year we have had far better luck in working out settlements that are of some benefit to both the employe and the agency."

In cases involving other than disciplinary actions during the past several months, the PERB has agreed

with OSEA's position twice and ruled against the Association on four occasions. Both cases in which OSEA prevailed were against the Public Welfare Division.

In the first case, decided in May, the board ruled that refusal of PWD officials to let an employe inspect a form dealing with his promotional potential was improper. In June the PERB held that the Public Welfare Division was not bargaining in good faith when it refused to continue contract negotiations with the Association until agreement was reached on a list of positions to be excluded from the PWD bargaining unit.

Two of the cases in which the board ruled against OSEA were decided in March. One involved denial of an Association request for six offset printers to be reclassified. In the other, the PERB dismissed an OSEA complaint that the Public Welfare Division had violated its bargaining contract by denying pay raises to trial service employes who had attained regular status.

In June the board ruled against an OSEA claim for overtime pay it filed on behalf of eight cooks and two institution workers at the Oregon State Hospital, and dismissed the appeals of 14 employes who were denied merit pay increases.

# Personnel-Promotional Examinations Listed

**PERSONNEL EXAMINATIONS**  
The following examinations are currently open to application. In most instances recruitment is being conducted to maintain eligible lists from which future vacancies may be filled. Detailed announcements for any of the following examinations may be obtained from the Executive Department, Personnel Division, located in the Public Service Building, Salem, Oregon or State Office Building, Portland, or from any office of the Oregon State Employment Service.

- Able Seaman \$531 - \$615
- Accountant 1 \$679 - \$866
- Accountant 2 \$748 - \$955
- Accounting Clerk 1 \$437 - \$558
- Accounting Clerk 2 \$531 - \$679
- Administrative Assistant 2 (Law Enf. Data Sys. Sup.) \$646 - \$824
- ADP Programmer Analyst (U of O) \$824 - \$1052
- ADP Systems Specialist \$1001 - \$1280
- Adult Correctional Counselor (Coun. Couns.) \$786 - \$1001
- Aquatic Biologist 2 (Research) (Game Commission) \$866 - \$1106
- Automotive Mechanic 1 (U of O) \$679 - \$748
- Bank Examiner 1 \$712 - \$909
- Bank Examiner 2 \$866 - \$1106
- Barber (Columbia Park) \$506 - \$558
- Beautician \$506 - \$558
- Beauty Shop Inspector 1 (Board of Cosmetic Therapy) \$615 - \$679
- Binderyman 1 (General Services) \$834
- Boatswain \$586 - \$679
- Boiler Inspector (Commerce) \$866 - \$955
- Building Trades Helper (Electrician Helper) \$615 - \$679
- Carpenter \$748 - \$824
- Caseworker 2 \$646 - \$824
- Caseworker 4 \$748 - \$955
- Clerk 1 (Typist) \$342 - \$437
- Clerk 2 (Typist) \$377 - \$483
- Clerk 3 (Typist) \$437 - \$558
- Clerk 4, 4T \$483 - \$615
- Computer Administrative Specialist (Management Analyst 2) \$866 - \$1106
- Computer Operator 1 (PSU) \$506 - \$646
- Computer Supervisor 1 \$824 - \$1052
- Construction Grants Engineer (Pub. Health Eng. 2) (DEQ) \$955 - \$1219
- Cook 1 (Hillcrest) \$483 - \$531
- Cook 2 (Seagoing) (Fairview) \$558 - \$615
- Correctional Counselor 3 (Adult Corr. Couns.) \$786 - \$1001
- Correctional Officer (Male Only) (OSP - OSCI) \$586 - \$712
- Criminal Investigator (Investigator 1) (Welf. & Justice) \$712 - \$909
- Dairy and Beef Foreman (Farm Unit Foreman 1) (OSP) \$646 - \$712
- Dental Assistant - Teaching \$437 - \$558
- Dental Assitant (Portland Only) (U of O Dental School) \$397 - \$506
- Dental Hygienist (Fairview) \$646 - \$824
- Dentist 1, 2 \$1280 - \$1802
- Deputy Fire Marshal 1 \$646 - \$824
- Deputy Fire Marshal 2 \$786 - \$1001
- Dietician 1 \$679 - \$866
- Dietician 2 \$748 - \$955
- District Engineer (Public Health Engineer 3) (DEQ) \$1106 - \$1412
- Drug Addiction Counselor (Voc Rehab Couns 3) \$866 - \$1106
- Education Program Coordinator (Education) \$1161 - \$1482
- Electrical Foreman 1 (Highway) \$866 - \$955
- Electrical Inspector (Commerce - Safety) \$866 - \$955
- Electrician (U of O Med School) \$786 - \$866
- Electrician Helper (Building Trades Helper) \$615 - \$679
- Emergency Communications Coordinator (Executive) \$866 - \$1106
- Employment Security Counselor 2 \$712 - \$909
- Employment Security Counselor 3 \$748 - \$955
- Employment Security Counselor 4 \$786 - \$1001
- Employment Security Interviewer Aide (Per hour) \$2.52 - \$3.22
- Employment Security Tax Auditor 1 \$679 - \$866
- Engineering Aide HWY \$483 - \$615
- Engineering Technician 1 (Construction) \$679 - \$866
- Engineering Technician 1 - Construction (Highway) \$586 - \$748
- Engineering Technician 2 (Office Eng., Inspection, Draftsman options) (Highway) \$646 - \$824
- Farm Unit Foreman 1 (Dairy & Beef) (OSP) \$646 - \$712
- Field Representative 2 (Education) \$615 - \$786
- Fiscal Auditor 1 \$679 - \$866
- Fiscal Auditor 2 \$786 - \$1001
- Fiscal Auditor 3 \$909 - \$1161
- Fiscal Auditor 5 (PUC) \$1219 - \$1555
- Fiscal Officer 1 \$922 - \$1177
- Fiscal Officer 2 (OSU) \$1068 - \$1363
- Forest Technician 1 \$586 - \$646
- Forester 1 \$679 - \$866
- General Mechanic 2 (OSP) \$712 - \$786
- General Mechanic Foreman (General Services) \$748 - \$824
- Health Facilities Surveyor 1 (Health) \$712 - \$909
- Health Facilities Surveyor 2 \$786 - \$1001
- Hearings Reporter 1 \$712 - \$909
- Highway Engineer 1 (Architecture) (Highway) \$748 - \$955
- Highway Engineer 1 - Civil Engineering Technology Graduate \$748 - \$955
- Highway Engineer 1 (Graduate) \$748 - \$955
- Hospital Technician (Male) \$615 - \$786
- Human Resources Aide 1 (Cooperative Ext.) \$415 - \$615
- Human Resources Aide 1 (Employment) \$415 - \$615
- Human Resources Aide 1 (DVR) \$415 - \$615
- Human Resources Assistant 1 (DVR) \$531 - \$679
- Income Tax Auditor 1 (Revenue) \$679 - \$866
- Industrial Waste Engineer (Pub. Health Eng. 3) (DEQ) \$1106 - \$1412
- Inheritance Tax Examiner 2 \$786 - \$1001
- Inheritance Tax Examiner 3 \$909 - \$1161
- Institution Teacher 1 (Special Ed.) (Fairview) \$771 - \$1416
- Insurance Deputy 1 (Commerce) \$786 - \$1101
- Insurance Operations Examiner 3 \$1052 - \$1344
- Insurance Operations Examiner 4 \$1161 - \$1482
- Key Punch Operator 1 \$377 - \$483
- Key Punch Operator 2 \$437 - \$558
- Key Punch Supervisor 2 (PUC) \$586 - \$748
- Laboratory Assistant 1 (UOMS) \$377 - \$483
- Land Title Examiner 1 (Highway) \$558 - \$712
- Law Enforcement Data System Supervisor (ADMIN. ASST. 2) \$646 - \$824
- Lead Electrician (Highway) \$824 - \$909
- Licensed Practical Nurse 1 \$489 - \$624
- Licensed Practica Nurse 2 \$539 - \$688
- Linotype Operator (General Services) \$834
- Livestock Brand Inspector 1 (Agriculture) \$558 - \$712
- Livestock Police Officer (Agriculture) \$679 - \$866
- Maintenance Repairman 1 (Fairview) \$624 - \$688
- Management Analyst 2 (Computer - Admin. Spec.) \$866 - \$1106
- Manpower Specialist 3 (Voc. Rehab.) \$712 - \$909
- Marine Oiler \$531 - \$615
- Medical Consultant - Licensed \$1555 - \$1987
- Medical Records Librarian 3 (UOMS) \$748 - \$955
- Medical Technologist 1 & 2 (U of O) \$757 - \$917
- Mental Health Specialist 1 & 2 (Mental Health) \$909 - \$1344
- Microbiologist 1 \$646 - \$824
- Microbiologist 2 (Health) \$748 - \$955
- Nutrition Counsulant 1 (Health) \$824 - \$1052
- Occupational Therapist 1 \$712 - \$909
- Occupational Therapist 2 \$786 - \$1001
- Office Trainee (CSD) \$312 - \$397
- Office Trainee (Welfare) \$312 - \$397
- Offset Printer 1 \$566 - \$624
- Painter \$748 - \$824
- Patrolman 2 \$615 - \$679
- Physical Therapist 1 \$712 - \$909
- Physical Therapist 2 \$786 - \$1001
- Physical Therapist 3 \$866 - \$1106
- Physical Therapy Technician (Therapy Tech.) (Fairview) \$531 - \$679
- Physician 1A, 1B, 2A, 2B, 3-Board Eligible \$1412 - \$2415
- Plant Maintenance Repairman \$748 - \$824
- Plumber \$786 - \$866
- Plumbing Foreman 1 (OSU) \$836 - \$922
- Power Plant Operator (U of O) \$786 - \$866
- Practical Nurse 1 (U of O Med School) \$443 - \$566
- Practical Nurse 1 (lic.) \$489 - \$624
- Practical Nurse 2 (lic.) \$539 - \$688
- Produce Inspector (Agriculture) \$646 - \$824
- Program Executive 1 (Reg. Environ.) (Highway) \$866 - \$1106
- Programmer \$656 - \$836
- Programmer Supervisor (SAIF) \$878 - \$1121
- Property Appraiser 2 (Rural, Urban, Timber) \$748 - \$955
- Property Appraiser 3 (Urban-Rural) (Revenue) \$909 - \$1161
- Psychiatric Security Aide 1 (Male) (OSH) \$558 - \$712
- Psychologist 1, 2, 3 \$1001 - \$1555
- Public Health Dentist 1 (Health) \$1280 - \$1633
- Public Health Dentist 2 \$1344 - \$1716
- Public Health Engineer 2 (Const. Grants Eng.) (DEQ) \$955 - \$1219
- Public Health Engineer 3 (District Engineer) (DEQ) \$1106 - \$1412
- Public Health Engineer 3 (DEQ) \$1106 - \$1412
- Public Health Engineer 3 (Ind. Waste Eng.) (DEQ) \$1106 - \$1412
- Public Health Engineer 4 (DEQ) \$1219 - \$1555
- Public Health Nurse 1, 2 \$646 - \$1001
- Public Health Nurse 3 (Health) \$866 - \$1106
- Gadio - TV Broadcast Tech. 1 \$748 - \$824
- Real Estate Examiner 1 \$646 - \$824
- Real Estate Executive (Real Estate zdivision) \$955 - \$1219
- Recreation Therapy Technician (Fairview) \$531 - \$679
- Regional Environmentalist (Prog. Exec. 1) (Highway) \$866 - \$1106
- Registered Nurse 1, 2, 3, 4 \$728 - \$1036
- Research Analyst 1 \$615 - \$786
- Research Analyst 2 \$748 - \$955
- Revenue Agent 2 \$679 - \$866
- Revenue Auditor 1 \$679 - \$866
- Revenue Auditor 2 \$786 - \$1001
- Safety Representative 1 (Electrical Utility) \$679 - \$866
- Safety Representative 1 (Logging and Sawmill) \$679 - \$866
- Sanitarian \$748 - \$866
- Scientific Instrument Technician 2 (Electronic) (UO & PSU) \$866 - \$955
- Secretary 1 (Typist) \$342 - \$437
- Secretary 1 (Shorthand) \$358 - \$459
- Secretary 2 (Typist) \$377 - \$483
- Secretary 2 (Shorthand) \$397 - \$483
- Secretary 3 (Typist) \$459 - \$586
- Secretary 3 (Shorthand) \$459 - \$586
- Secretary 4T, 4S \$506 - \$646
- Senior Aquatic Biologist 1 (Research) (Game Commission) \$748 - \$955
- Senior Programmer \$759 - \$967
- Senior Sanitarian (Health) \$824 - \$1052
- Shipping Point Inspector \$558 - \$712
- Ship's First Mate (Cayuse) \$679 - \$786
- Ship's Second Mate (Cayuse) \$586 - \$679
- Ship's Chief Engineer (Yaquina) OSU \$1219 - \$1412
- Ship's First Mate (Yaquina) \$866 - \$1001
- Ship's Second Assistant Engineer (Yaquina) \$748 - \$866
- Ship's Electrician (Yaquina) \$748 - \$824
- Social Worker 1 \$712 - \$909
- Social Worker 2 \$786 - \$1001
- Social Worker 3 \$866 - \$1106
- Social Worker 4 \$955 - \$1219
- Social Worker 5 \$1052 - \$1344
- Software Specialist \$955 - \$1219
- Stationary Fireman (MacLaren) \$646 - \$712
- Systems Analyst (PWD) \$866 - \$1106
- Systems Supervisor (Education) \$1177 - \$1502
- Television Broadcast Tech. 1 (Radio-TV) \$748 - \$824
- Therapy Technician Physical (Therapy Tech.) (Fairview) \$531 - \$679
- Therapy Technician (Recreation) (Fairview) \$531 - \$679
- Transportation Cost Analyst (Trans. Spec. 3) (PUC) \$909 - \$1161
- Transportation Specialist 2 \$786 - \$1001
- Transportation Specialist 3 (Trans. Cost Analyst) (PUC) \$909 - \$1161
- TV Broadcast Engineer 1 (UO) \$748 - \$955
- TV Broadcast Technician 2 \$786 - \$866
- Utility Auditor 3 (PUC) \$909 - \$1161
- Utility Auditor 4 (PUC) \$1106 - \$1412
- Veterinarian 1 \$909 - \$1161
- Vocational Rehabilitation Counselor 1 \$712 - \$909
- Vocational Rehabilitation Counselor 3 (Drug Addiction Couns.) \$866 - \$1106
- Weighmaster \$558 - \$712
- Welfare Services Specialist 1 (PWD & CSD) \$866 - \$1106
- Welfare Services Specialist 2 \$955 - \$1219
- Welfare Services Specialist 3 \$1052 - \$1344
- Workmen's Comp. Customer Service Rep. (W.C. Rep. 1) (SAIF) \$679 - \$866
- Workmen's Compensation Examiner 1 (SAIF) \$506 - \$646
- Workmen's Compensation Insurance Investigator (W.C. Rep. 1) \$679 - \$866
- Workmen's Comp. Sales Rep. (W.C. Rep. 1) (SAIF) \$679 - \$866
- X-Ray Technician - Non-Registered \$415 - \$531
- X-Ray Technician - A.R.R.T. Registered \$632 - \$700
- X-Ray Technician 2 \$679 - \$748
- X-Ray Technician 3 (Portland Only) (UOMS) \$748 - \$866

**PROMOTIONAL EXAMINATIONS**  
The following examinations are open for promotion within a department or institution (DP). Those designated by (SWP) are also open for statewide promotion.

- Accounting Clerk 1, 2 (SWP) \$437 - \$679
- Administrative Assistant 1 \$586 - \$748
- Administrative Assistant 2 \$646 - \$824
- Assistant Administrator, Grain Division (PE2) (DP) (Agric.) \$955 - \$1219
- Assistant Training Officer (Hwy Eng. 3) (Highway) \$909 - \$1161
- Boiler Safety Supervisor 1 (DP) (Commerce) \$955 - \$1052
- Bridge Paint Inspector (Highway) (DP) \$786 - \$866
- Civil Engineer 1 (Watermaster) (DP) \$748 - \$955
- Clerk 1 \$326 - \$415
- Clerk 2 (SWP) \$377 - \$483
- Clerk 3 (SWP) \$437 - \$558
- Clerk 4 & 4T (SWP) \$483 - \$615
- Cook 2 \$558 - \$615
- Cook 3 \$615 - \$679
- Engineering Technician 1 (Construction) (Highway) \$586 - \$748
- Engineering Technician 2 (Highway) (Office Engineering, Inspection, Draftsman options) \$646 - \$824
- Group Life Supervisor 3 & 4 (CSD) \$615 - \$909
- Heavy Equipment Mechanic 1 \$748 - \$824
- Highway Engineer 1 (Non-Graduate) (Highway) \$748 - \$955
- Highway Engineer 3 (Asst. Train. Officer) (Highway) \$909 - \$1161
- Key Punch Operator 2 (SWP) \$437 - \$558
- Maintenance Repairman 1 \$624 - \$688