

the OSEA news

The monthly publication of the Oregon State Employees Association

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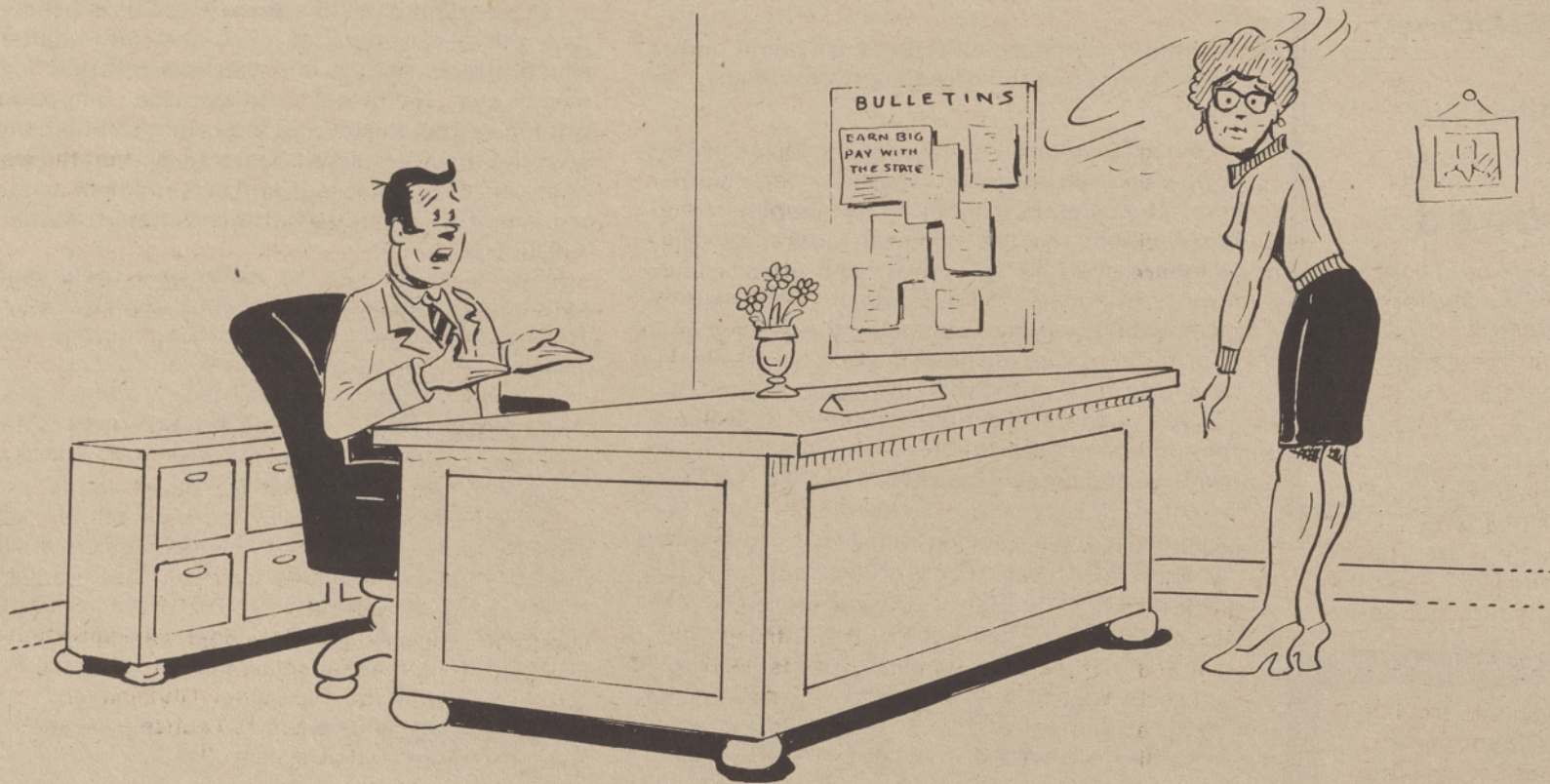
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"Frankly, Mrs. Johnson, we were all impressed with your loyalty when you worked out of class, and with your lack of complaints when we demoted you, cut your pay and doubled your workload. But what's all this nonsense about joining OSEA?"

11-20-73 H.HAYES

From the....

Executive Secretary

"Supervisors" Are Employees, Too

The fact that House Bill 2263 excludes "supervisors" from the collective bargaining law has stimulated a new round of discussions about the relationship of high level employees to OSEA.

Some of OSEA's critics are telling the excluded employees they no longer can belong to the Association. Some do not go so far, but tell them OSEA cannot "represent" them so there is no point in belonging. Both are 100 per cent wrong.

First, let's define the employees we are talking about. It is those "supervisors" excluded from collective bargaining and placed on an official "excluded list" because of their management responsibilities in collective bargaining. This does not, by a long shot, include all who have the job title of "supervisors."

Even the Personnel Division's labor relations specialists agree there is nothing in the law or rules prohibiting OSEA membership on the part of excluded employees. It is common in industry for the boss or owner who came up from the ranks to say, "I still carry my union card."

The Personnel Division people do contend the excluded people should be "associate" rather than active members. Although there may be precedent

in industry for this view, we do not fully accept it because the function of the public sector employee organization is much broader than the industry union. Bargaining is only one OSEA representation area, and even excluded employees have strong concern in other areas such as legislation.

The excluded people cannot be represented by OSEA or any organization in collective bargaining. But they still have all kinds of rights to be represented under the merit system law: classification matters, public hearings on the compensation plan, agency grievance procedures, improper personnel actions or disciplinary action appeals to the Public Employee Relations Board are only a few.

Recently the former chief administrative officer of a state agency who had been paid for unused vacation leave received a demand, based on an informal opinion of an assistant attorney general, to pay it back to the state. OSEA representation resulted in a clarified opinion by the A. G. which cancelled the demand and saved the former excluded employee and OSEA member about \$2,500.

When OSEA works at the legislature for full funding of the pay plan, for improvements in the retirement system, for other fringe benefits such as credit for unused sick leave or increased vacation leave accrual, for safe and fair employment practices, the results benefit state employees at every level.

OSEA needs the help of the so-called excluded employees in its legislative and other programs, at least as "associate" members. These employees also will continue to need OSEA's assistance and can make use of it in many ways. The questions raised by the critics may aid realization of these facts.