

reduce the time and costs of probate administration; that OSEA make every reasonable effort to secure introduction by legislative committees or individual legislators of probate reform legislation in the 1975 session of the Legislative Assembly; and that OSEA support legislation in the 1975 Legislative Assembly to remove needless administration requirements and reduce the costs, including but not limited to attorney's fees, in probate proceedings.

Action taken: Passed.

Employee Representation

Employee Representation No. 1 (amended). Subject: Up-to-date job description will be attached to the merit evaluation. Submitted by: Sacajawea Chapter 73.

Be it resolved: That OSEA seek to insure that all agencies comply with Article X, (Salary Administration), page 8, of the central collective bargaining contract that an updated individual position description prepared by the immediate supervisor and the employee be attached to each merit evaluation received by an employee.

Action taken: Passed as amended.

Employee Representation No. 2 (amended). Subject: Official organizational charts. Submitted by: Sacajawea Chapter 73.

Be it resolved: That a current official organizational chart for all agencies be supplied to OSEA headquarters and Unit Representation Committees, and for posting on agency and department bulletin boards.

Action taken: Passed as amended.

Employee Representation No. 4 (amended). Subject: Collective bargaining procedures. Submitted by: Roseburg Chapter 2.

Be it resolved: That OSEA staff prepare a questionnaire on tentative bargaining contract items for negotiation with the Executive Department selecting any major changes or new items being negotiated and submit this questionnaire to each chapter president for presentation and discussion at a chapter meeting. The president with the assistance of the chapter secretary will then prepare a report to be returned to OSEA staff with comments received at said meeting within 20 days of sending date.

Be it further resolved: That once said staff has studied all returned reports, received from the chapters within 20 days after questionnaires were sent, the staff negotiate the contract to the best advantage for state employees.

Action taken: Passed as amended.

Employee Representation No. 5 (amended). Subject: Promotional pay raises. Submitted by: Roseburg Chapter 2.

Be it resolved: That the Collective Bargaining Committee bargain for a guaranteed minimum of a one-step raise upon promotion or upward reclassification.

Be it further resolved: That the Collective Bargaining Committee bargain in central negotiations for a change in Personnel Division rule 33-120 to allow for salary increase eligibility for an employee upon completion of a trial service period following promotion or upward reclassification.

Action taken: Passed as amended.

Employee Representation No. 7 (amended). Subject: Work area representation. Submitted by: Chemeketa Chapter 64.

Be it resolved: That OSEA staff and bargaining committees be directed to negotiate for provision for employee representation by a fellow employee selected by employees in every work area of employment of state government where desired by employees.

Be it further resolved: That provision when successfully negotiated be written into these contracts providing time to resolve employee work related grievances on paid time as part of personnel administration.

Be it further resolved: That an employee representative selected by the employees within the work area be given recognition and respect and the right to investigate and to bargain with the appropriate supervisor to attempt to resolve any employee grievance at the lowest possible administrative level.

Be it further resolved: That the right of an employee to get to his employee representative with a problem

for advice or to file a grievance against any action of a supervisor or about an adverse decision or policy change that may seriously affect his personal work situation without fear of harassment or pressure by a supervisor be adequately protected in that contract or grievance procedure.

Action taken: Passed as amended.

Employee Representation No. 8 (amended). Bumping rights of employees whose positions are abolished. Submitted by: Eulane Chapter 40.

Be it resolved: That OSEA take whatever action is necessary to gain for state employees whose positions are abolished the optional right to bump an employee with the least service credits in the class within the agency involved who holds a position in the same geographic locality as well as the right to accept transfer to the position in the class held by the employee with the least service credits in the class statewide.

Action taken: Passed as amended.

Employee Representation No. 9 (amended). Subject: Equal opportunity for promotion. Submitted by: Tuality Chapter 66.

Be it resolved: That the General Council support the staff in its current efforts to have rules adopted to stop the practice of promoting pre-chosen individuals without valid consideration of all employees qualified for the promotion.

Action taken: Passed as amended.

Employee Representation No. 10 (amended). Subject: One day leave with pay. Submitted by: Evergreen Chapter 28.

Be it resolved: That OSEA seek a program to assure state employees get one day of leave with pay within five years of retirement to meet with the Public Employees' Retirement System, on a one time basis, in order to determine the options available under PERS intelligently.

Action taken: Passed as amended.

Employee Representation No. 11. Subject: Promotional opportunities in professional and administrative fields for clerical employees. Submitted by: Tuality Chapter 66.

Be it resolved: That OSEA take the necessary steps with the Personnel Division to insure any state employee, although classified as clerical, but performing the duties of professional or administrative, will receive credit for the portion of their work experience outside their clerical duties toward a departmental promotion to the professional or administrative classification.

Action taken: Passed.

Employee Representation No. 12 (amended). Subject: The right of a state employee to serve in the legislature. Submitted by: Oregon Trail Chapter 35.

Be it resolved: That OSEA pursue an aggressive policy to the end that any citizen of Oregon, not an inmate of a correctional institution, be considered legally eligible to hold a public office without being forced to resign from his regular employment.

Be it further resolved: That the Board of Directors examine and pursue all feasible avenues of approach, including but not limited to the loaning of necessary funds and assistance, to CASE (Citizen Action by State Employees) in order to accomplish the successful achievement of the ending of this type of discrimination, and that it be mandatory that all funds borrowed must be repaid.

Action taken: Referred to the Board of Directors as amended.

Employee Representation No. 13. Subject: Right to serve in the legislature. Submitted by: Oregon Trail Chapter 35.

Be it resolved: That General Council direct the Board of Directors to support, with funds and staff time, the passage of House Bill 2653 (or any other bill accomplishing the granting of leave) at the next session of the legislature.

Action taken: Referred to the Board of Directors.

Constitution and By-Laws

Constitution and By-Laws No. 1 (amended). Subject: Composition of districts. Submitted by: Success Chapter 30.

Be it resolved: That Article V, Section 3 of the

constitution be amended to read as follows:

Section 3. Districts may be re-defined and new districts formed by the Board of Directors, subject to confirmation by a two-thirds vote of the General Council. Also, two or more existing districts may be merged to form one district, or any existing district may be divided into two or more districts upon the petition of one-fourth of the members of each affected district and, after each of the district members have been sent a ballot, with a favorable vote of the majority of the members voting on such ballots. Any new districts formed by division of other districts shall have no less than 800 members. Each new district formed by merger or division shall be subject to ratification by a two-thirds vote of the General Council. In the case of a division of a district into two or more districts, the Board of Directors shall provide an equitable plan of division for the unobligated funds of the existing district, based upon the distribution of membership between the existing district and the new district or districts. The approval by the General Council of the redefinition of any district or the formation of any district by merger or division shall also be an amendment, accordingly, of Article V of the By-Laws.

Action taken: Passed as amended.

Constitution and By-Laws No. 3. Subject: Composition of Membership Committee. Submitted by: Membership Committee.

Be it resolved: That Article III, Section 8 of the By-Laws be amended as follows:

Section 8. The Director of Membership is chairman of the Membership Committee. It is composed of the (District Director or the) Assistant District Directors (if such delegation of duty has been made formally by the District Director to the Board of Directors), the Director of Membership and four additional members appointed by the Director of Membership.

Action taken: Passed.

Constitution and By-Laws No. 6 (amended). Subject: Rename the Director of Insurance and the Insurance Committee. Submitted by: Motor Vehicles Chapter 86.

Be it resolved: That the Insurance Committee be renamed the Employee Benefits Committee and that the Director of the Insurance Committee shall become the Director of Employee Benefits.

Be it further resolved: That Article VII, Section 3 of the Constitution be amended as follows:

Section 3. The officers of the Association are: President, Immediate Past-President, Vice-President, Secretary-Treasurer, and Directors respectively of Employee Representation, Academic and Unclassified Services, Public Relations, Membership, (Insurance) Employee Benefits, Institutions, and Retirement.

Be it further resolved: That Article III, Section 9 of the By-Laws be amended as follows:

Section 9. The Director of (Insurance) Employee Benefits is chairman of the (Insurance) Employee Benefits Committee, which is composed of four members and the director. The director shall appoint the members of the committee. The (Insurance) Employee Benefits Committee acts in an advisory capacity on all matters pertaining to (insurance) employee benefits affecting the membership of the Association.

Be it further resolved: That Article IV, Section 1 of the By-Laws be amended as follows:

Section 1. The following General Council committees are authorized: Credentials, Rules, Employee Representation, Academic and Unclassified Services, Salaries and Wages, Retirement, Working Conditions, (Insurance) Employee Benefits, Constitution and By-Laws, Ways and Means.

Be it further resolved: That the foregoing amendments of the By-Laws shall take effect upon ratification of the foregoing amendment of Article VII, Section 3 of the constitution in accordance with the requirements of Article IX of the constitution.

Action taken: Passed as amended.

Constitution and By-Laws No. 7 (amended). Subject: Article I, Section 10 of the By-Laws pertaining to resolutions. Submitted by: District Two Presidents' Council.

Be it resolved: That Article I, Section 10 of the By-Laws be deleted in its entirety as follows:

(Section 10. Resolutions. A resolution intended for consideration by the General Council must be delivered to headquarters in single copy, typewritten, in a form approved by the Association. If resolutions are submitted from chapters, districts, or standing committees in other than the approved form, they shall be returned to the chapter for proper action. Resolutions shall be submitted no later than 75 days prior to the convening of the next General Council. Such resolutions must be signed to 50 or more active members of the Association or be proposed by a