

OSEA inks five items with OSCI's boss

Agreement was reached on five working condition items at the Oregon State Correctional Institution without opening contract negotiations at mid-term.

The agency contract runs for another year.

OSEA Employee Representative William D. Kalibak and OSCI Superintendent George Sullivan reached agreement on voluntary assignment requests, turning

the old inmate visiting room over to staff, time trading, coffee breaks for swing-shift officers and BURC meetings away from the institution.

Agency policy previously had been that no officer may keep the same assignment for two consecutive years. The new policy agreement will allow those officers who are in an assignment they want to remain in, to do so if no other officer

bids for that job.

Also it was agreed that OSEA's Bargaining Unit Representative Committee could meet at the institution, OSEA headquarters or any other location, though the superintendent would be told of the meeting place in case he needed the officers on the committee in the event of an emergency.

Also, a total of 168 hours of

time off would be set aside for the committee to conduct its business.

The old inmate visiting room will be turned over to staff and furnished "in a most attractive, comfortable manner that resources will enable," Sullivan said in his letter to Kalibak, as soon as the institution's new visiting room is available.

A policy outlined in a memo by Sullivan permitting staff to trade shifts was formalized in the letter to Kalibak and extended one year to January, 1977.

Sullivan said he hopes to have a study completed this month which will outline a way for officers on swing shift to have two 15-minute coffee breaks per shift.

Conciliation agreement used in back pay case

LaGRANDE -- Four women custodial workers at Eastern Oregon State College here, who did not get a proper salary adjustment when their job classifications were changed, have won a back pay award totalling \$1,236.75.

OSEA Employee Representative Peter De Luca initiated the action on behalf of

Anne Isaacson, Neva Witten, Mary Hayter and Charlene Melton. They were due to receive their back pay, which ranged from \$288 to \$366, by Dec. 22 -- in time for last minute Christmas shopping.

The job title of domestic worker was dropped in July, 1973, because it had a different

pay scale which was considered to be sex discrimination.

However, when the women were placed on the custodial worker scale, they were placed at the bottom of the range even though they had been at the top of their old range. De Luca reminded EOSC officials this was contrary to the Conciliation Agreement. They agreed.

OCE custodial workers win 'partial' back pay

MONMOUTH -- Three women custodial workers at Oregon College of Education here won a total of \$703.64 in back pay, but Employee Representative John M. Schoonover said he is not satisfied with it.

As a result of the conciliation agreement between the Bureau of Labor and the Personnel Division of the Executive Department, which took effect

July 1, 1973, the position of domestic worker was eliminated and persons in that classification were moved on a step-by-step basis into the ranks of custodial worker 2.

Schoonover is dissatisfied with the settlement because the three women were given back pay only to Aug. 1, 1974, instead of July 1, 1973, when the conciliation agreement took

effect.

The three women involved are Bernice Johnson, Ruth Madden and Melvina Neal, of the physical plant custodial crew at OCE.

The case now has been turned over to Eleanor Meyers, OSEA's personnel and classification analyst, for further action.

The pay adjustment will be made on the December, 1975 payroll.

Improved promotion process needed for state's safety reps, OSEA says

A goal is in sight to improve the promotional possibilities of Safety Representative 1's in the Workmen's Compensation Board. That goal is Jan. 15.

OSEA's Personnel Analyst Eleanor Meyers and Employee Representative William Kalibak have had several meetings with the management of the board to provide a way for Safety Rep 1's to be considered trainees and to provide a meaningful way for their elevation to Safety Rep 2's, a journeyman level, after one year.

Following a meeting with management on Dec. 9, Mrs.

Meyers came away with a management proposal which included three supervisory inspections of the trainee, three "complex" inspections and an oral examination.

However, she said the proposal was objectionable to employees for four reasons:

- The supervisors' schedules precluded the three inspections.

- What constitutes a "complex" inspection is vague and unpredictable.

- The composition of the oral examination board is objectionable because its key members are administrators

who, the employees believe, don't know the job well enough.

- The whole examination process could take a year or more.

However, the employees had no objections to the criteria listed for the examination, if it were done on an objective basis.

After the objections were reported to Workmen's Comp management, they said they would have a less elaborate process designed and ready by Jan. 15. The examination is being prepared by the Personnel Division.

Legal Briefs

BY CHARLENE R. SHERWOOD
ASSOCIATE COUNSEL, OREGON
STATE EMPLOYEES ASSOCIATION



Work now, grieve later

One of the most common causes for disciplinary action relied upon by management is an employee's failure to perform assigned tasks.

Often employees resist supervisory instructions to perform these tasks based upon a well-founded claim that the tasks assigned are outside the scope of the employee's responsibility or job classification. The employee then is suspended or terminated for insubordination.

While in some cases a final determination of the propriety of an employee's claim must await the outcome of formal grievance procedures, more often the dispute can be settled by reference to the employee's job description.

In all cases, methods are available through the grievance procedure to conclusively settle the issue and to remedy the wrong where a wrong has been committed.

Therefore, the OSEA legal staff recommends that the safest course of action to follow when you are told to do something you honestly believe is not within the scope of your job classification is to make a record of your objection with a formal grievance presented to your supervisor after you have performed the assigned task.

Don't get trapped. Do the work now, grieve it later.

If you would like assistance filing your grievance, contact your employee representative at the Salem headquarters or in the Portland office.

OSEA files claim for overtime pay

OSEA has filed a grievance on behalf of an employee at the University of Oregon because the school hired a student to avoid paying the employee overtime.

John M. Schoonover, OSEA's employee representative at the UO, filed the grievance on behalf of Ray Jackson, who works in the Inter-Campus Mail Department.

In his grievance, Jackson says his department hired a work-study student to do his work on November 11 -- Veterans' Day --

in order to avoid paying him overtime for working on a holiday. As a remedy for that action, Jackson is asking the UO to credit him with 12 hours of compensatory time. That's the amount of comp time he would have received had he worked the holiday.

Schoonover says the action by the Inter-Campus Mail Department is in violation of OSEA's collective bargaining contract with the University of Oregon.



TWO IMPORTANT OEFCU EVENTS:

Open House Annual Meeting

The Oregon Employees Federal Credit Union invites state employees to see its newly remodeled office at 660 Capitol Street NE, Salem, during the open house celebration on January 20-21-22. Come in anytime between the hours of 9:00 a.m. and 7:00 p.m.

OEFCU's annual meeting will be held on January 26 at the International Kings Table restaurant, 750 12th Street SE, Salem. New officers will be elected. Dinner begins at 6:30 p.m., followed by the business meeting at 7:30 p.m. The cost is \$2.35 per person.

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