

# Resolution deadline moved up to June 11

The deadline for submitting resolutions to OSEA's 1976 General Council is June 11, more than one month earlier than last year.

And that's the main reason why the Association's Resolutions Review Committee has already begun operation.

Usually the committee doesn't begin its work on processing resolutions until late spring. However, this year's General Council will be held more than one month earlier than usual so that OSEA can prepare for central contract negotiations with the Executive Department.

Many of the Association's contract proposals on pay, fringe benefits and working conditions will be made up of resolutions adopted by delegates at this year's convention. It will be held in Portland on September 9-10-11.

All of OSEA's proposals for negotiations must be submitted to the Executive Department by September 15. Contract talks are scheduled to begin on October 1.

OSEA President James J. Kinns asked the committee to begin its work early and to operate throughout the year

"to provide early preparation and submission of resolutions by chapters, to provide help to members and chapters in preparing resolutions and to assist in the processing of resolutions received at headquarters."

"Moving the General Council to early September makes it more important than ever before to get resolutions in early," Ralston E. Smith, chairman of the committee, said. "Since the Resolutions Review Committee is ready for action now, there's no reason to delay submission of resolutions."

Smith said members of the committee will come to chapter and district meetings by invitation to answer questions and provide help in preparing resolutions.

He said guidelines to assist in preparing resolutions have been sent to all chapters, along with a letter urging early submission of resolutions.

Smith urged OSEA members to submit resolutions or ideas for resolutions to their chapter president now so they may be prepared for chapter approval and sent to headquarters for processing by the Resolutions Review Committee.

Smith said OSEA members and chapters may contact any member of the committee for help in preparing resolutions. Committee members, their addresses and telephone numbers are:

Ralston Smith, 1420 N.W. 15th, Corvallis, 97330, phone: 753-4323; Jon Lucke, Post Office Box 1229, Eugene, 97403, phone: 686-7782; Margaret May, 835 Ventura N., Salem, 97303, phone: 378-6935; Mary Lou Mansfield, 320 Kent, Ashland, 97520, phone: 482-6315; and Jack Rothell, 1000 S.E. 49th Avenue, Portland, 97215, phone: 232-3407.

# OSEA aids OSU workers in grievance

OSEA has filed a grievance on behalf of 35 cooks and food service workers at Oregon State University over a reduction in their work hours during the Christmas vacation between fall and winter terms.

The grievance was filed by Employee Representative William D. Kalibak on behalf of the employees, all of whom work in the Memorial Union, Educational Activities and Physical Recreation Departments at OSU. The problem arose when

George F. Stevens, associate dean and director of the Memorial Union and Student Activities, sent a memo to employees who work in the Memorial Union, Educational Activities and Physical Recreation Departments telling them the operating hours would be reduced from December 15 through January 4. He said employees who wished to work during that period would be provided with at least 16 hours of work per week.

Kalibak told Stevens that implementing such a plan would be in violation of Oregon's merit system law and Personnel Division rules. "The law says whenever a reduction in employees is required because of a shortage of funds or work or material change in duties or organization, employees shall be laid off," Kalibak said.

He also noted that Personnel Division rules require a layoff of employees to be made in inverse order of service credit in the

class involved.

Kalibak asked Stevens to invoke the layoff procedure and offer all fulltime jobs to employees who have the highest service credit ranking. Stevens refused and went ahead with the original plan.

Kalibak then filed a grievance on behalf of the 35 employees, all

of whom signed petitions supporting the grievance. He asked that each employee's service credits be computed and that those who would have worked had that been done in the first place be paid for all time lost. Kalibak also asked that the layoff procedure be utilized if such a reduction in work hours is necessary in the future.

# Extended illness threatens job; OSEA obtains leave for member

COOS BAY -- Bridge tender Alfred Warren has a physical handicap which so hampered his performance on the job that he stood to be terminated.

OSEA Employee Representative Angelo Stephenson stepped into the case and, through contacts within the Highway Division, was able to find Warren another job,

where his handicap would not be such a problem.

Warren, a bridge tender in the Coos Bay region, told Stephenson he has been verbally terminated because his handicap got in the way of the performance of his duties.

Stephenson said he later learned Warren had not been terminated but had been put on leave with pay and, when that ran

out, on leave without pay.

Stephenson instructed Warren to get a physician's release which Stephenson sent to the personnel office in the Department of Transportation.

Stephenson then was notified by DOT that the physician's release was accepted and that Warren was offered another job in Portland. Warren accepted the new assignment.

# OSEA aids handicapped employe find new job

ASHLAND -- An extended illness could have cost Betty Jean Krebs her job in the payroll office at Southern Oregon State College here, had not OSEA Employee Representative Angelo Stephenson stepped in.

She was granted two month's sick leave in October and an

extension to Jan. 6 when the first leave ran out in December.

On Jan. 2, Ms. Krebs was told she had to return to work by the sixth or termination proceedings would begin. At the same time, she was denied an extension she requested under certain Personnel Division rules.

When a request for an extension under another set of Personnel Division rules was denied, Stephenson arranged a meeting with SOSC Dean of Administration Donald Lewis.

As a result of that meeting, Ms. Krebs was granted an additional leave of absence of two weeks.

# Shapiro says state employes are paid 'sweat shop' wages

PORTLAND -- OSEA Executive Secretary Morton Shapiro recently was interviewed on KOIN-TV here.

He was interviewed by that station's news director Ted Bryant and by reporters Don Butler and Boyd Levit on a program called "News Conference 6."

Shapiro was quizzed on a wide variety of subjects including "sweat chop" wages for state employes, his testimony before a recent legislative interim committee on changes to be made in the collective bargaining law and whether it's easy for state employes to keep their jobs "just for showing up every day."

Shapiro told Bryant that state employes don't work in a sweat shop in the traditional sense of the word, but that they did in terms of wages. Half of state employes are eligible for food stamps, he reminded them.

In his testimony to the Joint Interim Committee on Labor and

Commerce, he told the reporters he called for a full time Employment Relations Board with powers similar to the National Labor Relations Board.

"The ERB simply has too much to do," he said, "for it to be left up to a part time board."

In connection with limiting the scope of the ERB, Shapiro said he wanted a separate state conciliation and mediation service to deal with those problems which arise out of collective bargaining negotiations.

The security of state employment is not the question, Shapiro said in answer to a question by Butler, when state employes must work for the wages they do.

He told Butler that he has had employes come up to him and tell him both publicly and privately that they have to augment their income with food stamps and sometimes welfare.

The television program was shown on Portland's Channel 6 at 5:30 p.m., Jan. 17.

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