

Car pools, buses, meters in parking proposal

The state and OSEA have driven around the block many times over the Mall area parking problem. Now the General Services Department has come up with a "Proposed Implementation Plan" and OSEA opinions are being sought.

Two members of a five-member OSEA committee appointed by President Jim Kinns appeared at a Jan. 26 meeting to discuss the problem with representatives from the Executive and General Services departments. The next meeting is scheduled for 7 p.m., March 2 at headquarters.

The problem, as the General Services plan sees it, is to find alternative convenient places for Mall-area employees to park, thus relieving the overload in the Mall and freeing up spaces for those who must visit in the course of their work Mall area buildings.

To accomplish this, the plan calls for a carrot and stick approach.

The "carrot" consists of incentives to get state employees to car pool and to use city buses. The "stick" consists of restrictions on on-street parking in adjacent neighborhoods and an increase

in parking meter charges in the Mall area.

Specifically, the proposals are these:

- To provide additional off-street parking within a four block area bordered by Winter, Capitol, Union and Center streets with two additional blocks of landscaped parking.
- To provide increased metered short-term and long-term visitor parking in the Mall area. Provisions also will be made for state employees who car pool or ride the bus but have an occasional need to bring their own car to work.
- To draw up a final plan to

restrict state employee parking in adjacent neighborhoods. The plan should be finalized by March 1.

- To provide a matching service to put employees interested in car pooling in touch with another.
- To encourage car pooling, financial considerations and convenience will be offered to car poolers. General Services plans to increase parking rates and to charge one-fourth the base rate for pools of three or more and one-half the base rate for double occupancy cars. And car poolers of three or more would be given the best parking spots.
- To provide conveniently

located free parking in outlying lots for park and ride employees who will continue to work in car pools or by bus.

- To build a bus shelter in the Mall area.
- To provide a restricted use bus pass. The plan calls for an \$8.75 per month bus pass sold to employees for \$4.75 to be used between 6 a.m. to 9 a.m. and 4 p.m. and 7 p.m. The Division estimates 2,000 Mall employees could ride to work on the bus and that only 135 to 200 now ride the bus.
- To begin an informational campaign to encourage Mall employees to use the alternate ways of going to and from work.

OSEA reaches agreement to reclassify 6 jobs

Agreement to reclassify the jobs of six state employees has been reached by OSEA and the Personnel Division, according to Eleanor Meyers, the Association's personnel analyst.

She said agreement has been reached on the following reclassification actions:

- Theresa Darraugh, Department of Pathology, University of Oregon Health Sciences Center, Portland,

reclassified to administrative assistant (\$662-\$926) from secretary (\$577-\$727).

- Cloyce Barnes, Oregon Institute of Technology, Klamath Falls, reclassified to scientific instrument technician 1 (\$1021-\$1127) from electronic technician 2 (\$926-\$1021).

- Deloria Knickerbocker, Capitol Tour Office, Salem,

reclassified to tourist guide 2 (\$552-\$694) from tourist guide 1 (\$515-\$636).

- Michael Clark, Employment Division, Salem, reclassified to research analyst 2 (\$926-\$1183) from research analyst 1 (\$762-\$973), retroactive to July 1, 1975.

- Florence Murray, Employment Division,

Portland, reclassified to manpower specialist 2 (\$801-\$1021) from human resource assistant 1 (\$662-\$841), retroactive to July 1, 1975.

- Anna Verlander, Employment Division, Oregon City, reclassified to manpower specialist 2 (\$801-\$1021) from human resource assistant 1 (\$662-\$841), retroactive to July 1, 1975.

Legal Briefs

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



During your state employment, have you ever had a letter of reprimand, or any other document which could reflect critically on you or your performance, placed in your personnel file?

It may have seemed insignificant at the time, but don't be misled. Any information of this type could, and probably will, be used against you at a future date.

I strongly urge anyone who has information in his or her personnel file which should not be there to contact the employee representative for that agency and attempt to have the information removed.

-oOo-

All employees in the bargaining unit of an agency where representative election are being held are entitled to vote. Even though you are notified that you are potentially on the excluded list, you are entitled to vote.

If management or a labor organization wants to challenge your right to vote, they may do so by having you vote a challenged ballot.

Present yourself at the polls and vote.

-oOo-

It has become obvious that a good many state employees do not have position descriptions, let alone accurate ones.

The central collective bargaining agreement between OSEA and the Executive Department, Article XXXVIII, salary administration, states that an employee's position description is one of the things used to measure performance. Without an accurate position description, a performance pay increase cannot be denied.

A copy of the position description shall be given to each employee and subject to at least an annual review by the employee and his or her supervisor.

This position description also is the basis of the work plan, which is another criteria used for determining performance pay increases.

If you are not given, on an annual basis, an accurate position description, contact your OSEA employee representative to solve the problem.

Save with Multnomah State Employees Credit Union

1220 S. W. Columbia Street
Portland, Oregon 97201
Telephone: 227-4132

EACH MEMBER SHARE ACCOUNT INSURED TO \$40,000 BY
ADMINISTRATOR, NATIONAL CREDIT UNION ADMINISTRATION
Hours: 9:30 a.m. to 1:30 p.m. & 2:30 p.m. to 5:30 p.m.

FINANCIAL STATEMENT as of September 30, 1975

Shares	\$1,532,106.13
Loans	\$1,559,392.25
Reserves	\$ 111,159.26
Assets	\$1,677,002.69
No. of Members	3,050

OSEA wins \$267 in back pay for member; ERB hearing cancelled

The Employment Relations Board nearly had a chance to rule that employees are entitled to a six-month increase, even though they had been promoted in during trial service.

OSEA General Counsel John Irvin had a case ready for ERB, but it was settled, in the employee's favor, before a hearing was set.

"Gerald Lorenz started his state service in July, 1974, with the Children's Services Division. On Aug. 1, 1975, while still in his trial service, Lorenz went to work as an employment security counselor 3, a promotion from his old CSD job.

"Employment Division refused to grant the six-month increase, apparently because of the promotion," Irvin said.

Employment Division officials were advised by the Personnel Division in the Executive Department that the pay increase would be refused if it

were submitted to them. An OSEA request for the pay increase resulted in no action.

On Dec. 11, 1975, Irvin filed the Lorenz case with ERB. Within a month, and before a hearing date even was set, Personnel Division agreed to approve the increase. Lorenz was awarded \$267 in

back pay.

OSEA attorneys, in an Oregon Court of Appeals ruling on the case of the University of Oregon vs. Kathy Shoen, established that an employee promoted during his or her trial service still is entitled to a six-month pay increase.

HUT AIRPORT LIMOUSINE

Leave SALEM Airport	Arrive PORTLAND Airport	Leave PORTLAND Airport	Arrive SALEM Airport
5:45 a.m.	7:00 a.m.	7:00 a.m.	8:15 a.m.
8:30 a.m.	9:45 a.m.	10:00 a.m.	11:15 a.m.
11:30 a.m.	12:45 p.m.	1:00 p.m.	2:15 p.m.
2:30 p.m.	3:45 p.m.	4:00 p.m.	5:15 p.m.
\$7.00		363-8059	

OSEA PRESENTS:

Spring in Hawaii

April 22-29, 1976

\$384.50 per person

TRIP INCLUDES: round trip group air rate economy class via Pan Am (meals enroute), flower lei greeting, transfers to and from hotel, 7 nights Cinerama Reef Towers, standard room. Deluxe hotel rate available at \$53 additional per person. 7 day outer island hotel and tour extension available at \$225.50 additional per person. Includes air, transfers, hotels, sightseeing. Membership limited to OSEA members and their families.

Sun Princess Alaska Cruise

August 16-23, 1976 (8 days)

\$842 per person

TRIP INCLUDES: outside, twin bedded staterooms on Baja deck, all meals enroute, special events aboard ship. Visit Juneau, Skagway, Glacier Bay, Sitka, Ketchikan. Membership limited to OSEA members and their families.

Hope's Globe Travel Service

5th and Madison
Corvallis, Oregon 97330
Phone: 752-9971

Student aid forms due

OSEA members who plan to apply for student financial aid for the 1976-77 school year have submit applications to headquarters.

The deadline is March 1.

Members of the Association may nominate themselves, another OSEA member or a relative for an award. Each applicant must be sponsored by an OSEA chapter, and the sponsoring chapter must contribute to the student financial aid fund in order to be eligible to sponsor an applicant.

To apply, each applicant must submit four forms: a financial aid application, an OSEA certification form, an Oregon State Scholarship Commission certification form and a parents' confidential financial statement.