# OSEA-negotiated dental insurance due soon

A new dental insurance program negotiated for state employes last year by OSEA will go into effect August 1.

The State Employes' Benefit Board has awarded a contract to Oregon Dental Service to provide a statewide dental insurance plan.

In addition, contracts were awarded to the Kaiser Foundation and Cascade Dental Care to provide dental insurance for employes in the Portland metropolitan area who are enrolled under the health insurance plans offered by those two companies.

"Underwriting requirements for the dental insurance programs are strict as well as different from the health insurance," Ralph Bolt, the state's insurance manager, said.

For example, he said Oregon Dental Service requires 95 per cent of all eligible employes to enroll before it will implement the new dental insurance plan. In order for dependent coverage to become effective, 75 per cent of all eligible dependents must enroll for the insurance.

The statewide plan provided by Oregon Dental Service will pay 100 per cent of the cost of preventive and diagnostic care. That includes such services as teeth cleaning, x-rays, fluoride treatments and office calls.

In addition, ODS will pay 80 per cent of "other basic services," such as fillings, root canals and oral surgery, and 50 per cent of prosthetic devices, such as dentures, inlays and crowns. There is a $25 annual deductible per person on those coverages.

There also is a $750 annual maximum benefit per person on all coverages. In addition, ODS will pay 50 per cent of the cost of orthodonture for children, up to an annual maximum of $500.

The dental insurance plan offered by the Kaiser Foundation will pay 100 per cent of the cost of preventive and diagnostic care, certain restorative services, oral surgery, root canals and prosthetic devices. There is a small charge for office calls.

Cascade Dental Care will pay 100 per cent of the cost of preventive and diagnostic care, prosthetic devices and other services, but also makes a small charge for office calls.

Two open enrollment periods will be held on all three plans. The first, for academic employes only, will be held from April 26 to May 10. The second, for all other employes, will be held from May 10 to July 12.

OSEA's contract with the Executive Department provides a $5.00 monthly dental insurance contribution for all employes. Following are the monthly premiums for all three plans. The net cost to employes may be found by subtracting the $5.00 contribution from each premium (amounts in excess of $5.00 must be paid by the employe):

Oregon Dental Service: employe, $5.00; employe and spouse, $9.83; employe and children, $14.88; employe and family, $19.71.

Cascade Dental Care: employe, $6.32; employe and spouse, $11.23; employe and children, $15.33; employe and family, $20.24.

Kaiser Foundation: one party, $5.00; two party, $10.00; three party or more: $15.00.

# UO custodial workers win reclassification

EUGENE -- Eleven custodial workers at the University of Oregon here have won reclassifications filed with the Employment Relations Board.

In addition, five of the 11 have won a second reclassification.

In February, OSEA Associate General Counsel Charlene Sherwood filed for reclassification on behalf of the 11 persons saying that since during the summer they worked as "crew leaders" supervising eight to 12 people who were mostly students requiring training and supervision, they were entitled to an upward reclassification.

An ERB hearings officer found them improperly classified because of their supervisory role.

The five in this group are custodial "coordinators" each in charge of the custodial work done in one dorm complex on the campus. They act as a laison between the supervisor and the custodial workers, Sherwood said.

Again the board agent agreed they were improperly classified.

Their job discriptions now go back to the Personnel Division for slotting into the proper classifications.

## Higher Ed Update

# Chancellor's office recommends 6%, 4%

The Finance Committee of the State board of Higher Education has recommended the 10 per cent pay increase due Oregon faculty members in July be distributed 6 per cent across the board and 4 per cent discretionary. This obviously provides institutional administrators with a substantial percentage of the pay increase to distribute according to their own wishes. Faculty members at Southern Oregon College, however, have already negotiated a 7 per cent across the board, 3 per cent discretionary distribution of the increase. Elsewhere, the State Board's recommendation goes to the institutions which are expected to observe the guidelines.

**Oregon State hearings concluded**

Oregon State University unit determination hearings were concluded on March 15. At the request of the American Association of University Professors, final arguments will not be due until 60 days after the transcript of the hearings is complete. Employment Relations Board hearings officer Roy Edwards estimated that the tapes of the hearing will take about 90 days to transcribe. This is the first time any of the parties have requested the complete transcript prior to offering final arguments and introduces at least a two month delay into the unit determination process.

At Portland State University, the only higher education institution with the unit determination process not yet concluded, hearings are due to resume April 12-14.

# OSEA successful removing letter of reprimand from member's file

ASHLAND -- Betty Krebs, a clerk in the physical plant at Southern Oregon College here, was greeted with a letter of reprimand upon her return to work following three months of sick leave without pay.

A grievance, filed by OSEA Employe Representative Angelo Stephenson, was successful in removing that letter from Krebs' personnel file.

The letter compared her work with that of a temporary employe who did her job while she was away on sick leave.

Stephenson explained that performance evaluations are to be based on an employe's classification specifications, position description and work plan. "It is a very poor supervisor," he said, "who has to judge individuals against each other." Stephenson also found many of the statements in the Jan. 30 memo to be misleading and dealing in generalities.

When the physical plant director failed to respond to the grievance within the 10 days called for in the collective bargaining agreement, Stephenson took the matter to the president of the college, James Sours.

Sours referred the matter to Donald Lewis, dean of administration, who agreed to remove the letter from Krebs' personnel file.

Stephenson also was instrumental earlier securing the sick leave without pay for Krebs when the college was trying to deny it to her even though she had a doctor's release.

# $238 back pay award won for CSD employe

OSEA has won a $238 back pay award for Richard L. Negus, a social worker presently on leave from the Children's Services Division in Eugene.

Employe Representative John M. Schoonover, who filed the pay claim on behalf of Negus, said the award was won as the result of an earlier ruling by the Employment Relations Board in the Kathleen Schoen case.

In that case, ERB ruled that an employe "not otherwise barred shall be eligible for consideration for a six-month increase upon attaining regular status." Schoonover cited that precedent in the pay claim he filed for Negus.

Negus began work for the Children's Services Division on July 1, 1974 as a social worker 1. Two weeks later, he was promoted to social worker 2. At the end of his trial service period, however, he was denied a six-month increase because of the promotion.

In order to comply with the precedent set in the Schoen case, the Personnel Division said Negus should have received a six-month increase when he completed his trial service. The $238 award was retroactive to that date.


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# OSEA staff position opens

OSEA is seeking applications for an employe representative. Labor relations or public employment background is preferred. Duties involve work with state employe personnel problems, collective bargaining, organizing bargaining units and membership relations. Salem location with some travel. Attractive fringe benefits. Send resumes to Morton Shapiro, Executive Secretary, Oregon State Employes Association, P.O. Box 2289, Salem, Oregon 97308. OSEA is an equal opportunity employer.


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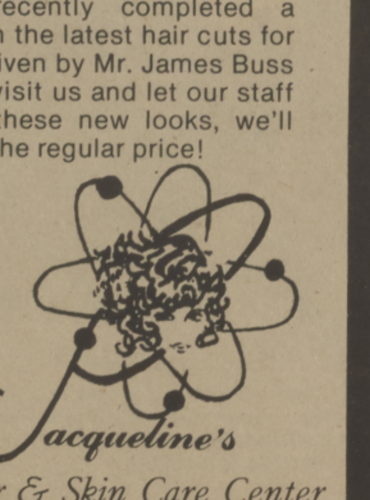

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