

Emil Rexin's recruiting work pays off with trip to Hawaii

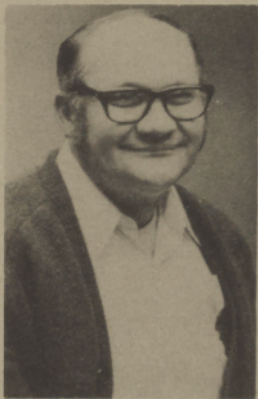
Recruiting OSEA members has paid off in a big way for Emil Rexin, a psychiatric aide at the Oregon State Hospital in Salem.

He has won a free trip to Hawaii for his recruitment work, courtesy of OSEA.

A drawing for the Hawaii trip was authorized by the Association's Board of Directors last January. All OSEA members who enrolled a new member between January 1 and April 1 were eligible to win. Rexin's name was drawn at the board's April 3 meeting.

"I'm flabbergasted," he said, when told he had won the trip. "I've never won anything like it before."

Rexin, who has worked at the state hospital for 20 years, recently was transferred to the locked intensive



EMIL J. REXIN

"OSEA is a good organization and state employees should support it."

treatment ward where he enrolled five of his co-workers.

His recruitment efforts weren't based on the possibility of winning a trip to Hawaii, however. "It was the last thing I had in mind," he said. "I think OSEA is a good organization and state employees should support it by being members."

Rexin said his wife thought it was great that he had won the trip, even though she can't go along. She is owner-operator of Sunnyslope Kindergarten and can't take time off from her work.

Rexin has been an OSEA member since beginning work at the hospital. He has served as a member of OSEA's Bargaining Unit Representation Committee at the institution and is a member of Evergreen Chapter 28.

Ratification vote due on new OIT contract

OSEA's new collective bargaining contract recently negotiated with the Oregon Institute of Technology in Klamath Falls will be submitted to Association members at the school for ratification on May 14.

Employee Representative Angelo Stephenson said the ratification vote will be taken on that date at a noon meeting on the campus. Only OSEA members will be permitted to vote.

The following day, May 15, Stephenson will conduct an OSEA job representative workshop in Klamath Falls. Subjects that will be covered in the workshop include the role and

responsibilities of job reps, collective bargaining contract negotiation and administration, grievance procedure and grievance processing.

A job representative workshop for OSEA members who live in the Medford-Ashland area will be conducted by Stephenson on May 22. It will be held on the campus of Southern Oregon State College.

Stephenson said OSEA members in the Klamath Basin or Medford-Ashland areas who are interested in becoming a job rep is invited to attend the workshops. Those who plan to attend should notify their chapter president in advance of the workshops.

Revenue rescinds memo directing clericals to do custodial work

The Department of Revenue rescinded a directive ordering a group of clerical employees to perform custodial work after OSEA Employee Representative Paula Chinn filed a grievance on behalf of the employees.

An interoffice memorandum, entitled "cleaning and building maintenance," was sent to clerical employees who work in the agency's Return Processing Section directing them to:

- Empty waste cans daily.
- Clean restrooms.
- Wipe off tables, empty ash trays and return chairs to tables in break areas.
- Return bottles to soft drink machines and empty half-filled

bottles into sinks.

• Use brooms, dust mops, dust pans, mops and cleaning cloths "whenever the need arises."

Employees who got the directive contacted Chinn, who filed a group grievance on their behalf.

"While I agree that cleaning up after oneself is indeed an ordinary human consideration for normal cleanliness, I must stress that 'cleaning and building maintenance' should not be delegated to employees in the clerical classifications," she said in a letter to John Lobdell, director of the agency.

The directive was rescinded

by Robert C. Britt, coordinator of the Return Processing Section. "Our intent was to obtain everyone's cooperation in maintaining both a clean and safe working environment," he said.

"We agree with OSEA that employees should not be required to perform custodial duties unless so specified in their job descriptions. However, we know our employees are concerned with the rights of others, and will therefore cooperate with their colleagues, will return soft drink bottles to the proper machines and not leave litter in the break areas."

PWD employees warned not to sign inaccurate position descriptions

Public Welfare Division employees have been warned by OSEA Employee Representative Angelo Stephenson not to sign their new position description if it is not accurate.

OSEA representatives recently have received numerous complaints from PWD employees who say their position descriptions are not accurate and do not properly describe their duties.

Stephenson and Employee

Representative Paula Chinn discussed the problem with PWD officials who agreed to issue new position descriptions to all employees.

Shortly after that agreement had been reached, Stephenson was contacted by employees who said their supervisors were coercing them to sign inaccurate position descriptions under threat of a 90-day suspension.

"Employees cannot be forced

to sign a position description that is not accurate," Stephenson said, "and they should not sign them because they have a very important bearing on work plans, performance evaluations and reclassification actions."

Stephenson said employees cannot be disciplined for refusing to sign a position description that is not accurate. He urged employees who disagree with their new position description to contact their OSEA representative and file a grievance on the matter.

'We must not forget our retired employees'

A strong appeal to improve pensions paid to retired state employees was made by J.O. Lindstrom to the Oregon Public Employees' Retirement Conference which met in OSEA's headquarters building recently.

Lindstrom retired in 1971 as director of fiscal affairs at the University of Oregon. Following are excerpts from his remarks:

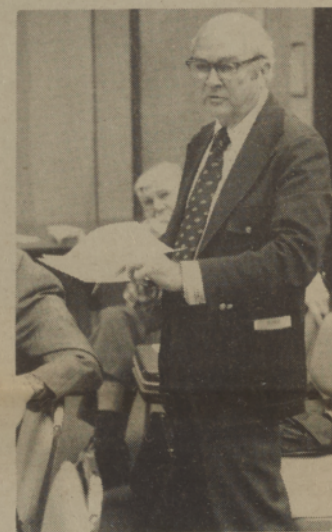
"I believe we all agree that inflation is a vicious and serious threat to all people, and especially to retired employees living on fixed incomes.

The purchasing value of the dollar is going down each year and our state retirement program, which is excellent in most respects, is seriously lacking in keeping up with inflation.

Active employees receive six, eight and ten per cent increases each year and do quite well in meeting inflation. But not retired employees. As you know, their retirement checks are limited to a two per cent increase each year--far, far below the rate of inflation.

I know active employees would like to improve the present retirement plan and in this respect I would like to point out that active employees will receive an increase in their retirement benefits when they receive an annual pay increase as it is automatically reflected in the amount of their pension when they retire.

I therefore recommend the following program for the 1977 legislature: whatever percentage raise is recommended for active employee salaries, the same percentage raise be added to retired employee pension checks.



J. O. LINDSTROM

"Inflation is a vicious and serious threat..."

We must not forget our retired employees. The federal social security system did not forget us. The State of Oregon should likewise follow this principle of keeping up with inflation for all employees--retired as well as active."

OEPBS unit elects OSEA

OSEA has been elected the collective bargaining representative for some 16 clerical and engineering employees who work for the Oregon Educational and Public Broadcasting Service in Portland.

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