

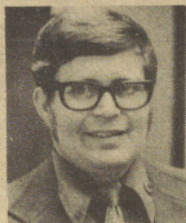
the OSEA news

The monthly publication of the Oregon State Employees Association

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From the president

BY JAMES J. KINNS
PRESIDENT, OREGON STATE
EMPLOYEES ASSOCIATION

Milestones

I want to welcome the classified employees of Chemeketa Community College and the sheriff's deputies of Lincoln County to OSEA.

The OSEA Board of Directors at its Jan. 8 meeting approved charters for chapters for the two groups of public employees to join OSEA.

The expansion to this new horizon will allow for growth in representation of all public employees. Bargaining representation, lobbying at the legislature and political activities are all enhanced by the growth in this direction of our Association.

Another milestone for OSEA was completed at the same Board meeting when the final step in the Board reorganization was implemented. Dale Meyers from Portland, Gary Strausbaugh from Salem and Darrell Walker from Eugene joined the Board as district directors.

The Board now will be composed of four officers and 12 district directors each representing from five to nine chapters and with from 500 to 1,700 members in each district.

The future of collective bargaining

Several things have taken place in the past few weeks of importance to members of OSEA: The Oregon Court of Appeals has ruled that the state's public employees collective bargaining law does not apply to cities and home rule counties, and the legislature has gone into session.

The home rule decision dealt a devastating blow to city and some county employees. It opens the way for cities and home rule counties to write their own collective bargaining ordinance. One can be reasonably sure that, where these local jurisdictions don't outlaw collective bargaining altogether, their ordinances will be more restrictive than the

state law that state employees, school district employees and some county employees now enjoy.

OSEA members shouldn't sit back and become complacent. The Executive Department has introduced legislation (SB 173), which will restrict the state collective bargaining act as it applies to state employees. This move on the state's part is not unexpected. Essentially, this legislation is the so-called "Sprecher Report" in bill form. The essential parts of that report were reprinted in The OSEA News (Dec. 16, 1976) and it has been outlined by staff members in meetings with the membership, including the BAC-OSEA meeting Dec. 11, 1976.

OSEA lobbyist Bill Wyatt has described our strategy against this bill as a "defensive" one. While we would like to see some changes in the Employment Relations Board which administers the law, the collective bargaining law generally is a good one from the standpoint of state employees.

On the home rule issue, the problem will be to get the legislature to say whether it meant the law to apply to cities and home rule counties. If the decision is allowed to stand, it will mean our operating under a variety of different ordinances as we try to negotiate and enforce contracts for the ever-growing number of local government employees in our membership.

Management should manage

(Editor's note: One of the themes of OSEA for the past year has been that "management should manage." If it takes collective bargaining to force management to accept this responsibility, so be it. Apparently other state employees face the problem. What follows is from "The Citizen," the newspaper of the Colorado Association of Public Employees (CAPE).)

Over the past two years, we along with 15,000 CAPE members, have become fed up with the myth coming from the executive branch that incompetent state employees cannot be fired.

From our viewpoint, the top

management in many of the departments have dismal and inept records of documenting sub-standard employee performance as required by the personnel rules and of presenting factual evidence in dismissal hearings.

This dismal record, coupled with the manner in which dismissal and disciplinary cases are assigned in the attorney general's office — often with less than two hour's notice to the assistant attorney general representing the agency — cannot help but bring bad results.

There is obviously no benefit to CAPE members or other state employees to have proven incompetents working any-

where in state service. When the allegations and innuendos continue to come from representatives of the executive branch and are reported in the public media, the only result is a continuing insult to the overwhelming majority of competent, dedicated state employees who are performing their jobs in a highly acceptable manner.

Our advice to the executive branch and departmental executive directors is to clean up their act — document their cases, get their assigned attorneys prepared and follow the personnel procedures. We think it is time to end the myth that incompetent state employees cannot be dismissed.

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