Classification disputes go to arbitration

OSEA has asked for arbitration of a dispute regarding the salaries to be attached to the classification of revenue agents.

Following two negotiations sessions with the Executive Department for salaries for revenue agents, management said it would not consider any movement from the present salaries for those classes.

The problem resulted from a change in the specifications for the revenue agent classification which had the effect of classifying downward many employes in those classifications.

Salary negotiations also are under way for two other classifications: Volunteer coordinators and copy center managers.

The duties have grown for the revenue agents since the specifications were first written in the 1960s, says Eleanor Meyers, OSEA classification analyst. Still, after two negotiation sessions, the Executive Department refused to consider any movement from the present salaries for those classes.

To prevent this sort of thing from happening again, OSEA has supported legislation (SB 727) which says that "Whenever class specifications for a class of positions in the classified service are changed to reflect revised or added responsibilities that require either the same level or higher level of competence, such change will not result in a downward reclassification of the class."

This bill, which recently was passed by the legislature, will apply to any changes in classification specifications since Jan. 1, 1977.

The classification specifications for the volunteer coordinators have undergone a major revision. A salary negotiation session was held after which the Executive Department declared that the classification was excluded and refused to bargain any further with OSEA. OSEA is challenging the Executive Department's contention that this is a supervisory position since there is no supervision of employes, explained Meyers. Eventually, there must be a clarification of the distinction between "management" and "excluded", says Meyers. The volunteer coordinators are program managers, said Meyers, and OSEA has said that their classification should be in the program executive series.

The classification specifications for the offset printers and the copy center managers are not yet completed. When the Executive Department decides on the final specifications, the two sides will meet to negotiate the salary of the new classification of copy center manager. Offset printers salaries are being negotiated at central negotiations.

Dist. 3 leaders

Patrick O'Connor, left, and Dick Downs are sworn in as assistant district director and district director of District 3. Immediate past president Lester Strickler administered the oath. Jim Shumway resigned his post when he was promoted to an excluded position.

One shot for vets, supported by Board

At its May 21 meeting, the OSEA Board of Directors endorsed the passage of House Bill 2470.

HB 2470 would limit the use of the veteran's preference to one time and require that it be used within 48 months of discharge. Presently, a veteran may use the veteran's preference each time he or she applies for a job with the state government and for each promotion thereafter.

This has the effect of allowing veterans to climb rapidly through the ranks of state government to the detriment of non-veterans, said Bill Wyatt, OSEA government relations representative. Most state employes, and most OSEA members, are women and non-veterans, he said.

Oregon already does many things for the veteran, Wayatt said, including operate the largest veterans loan association in the world -- the Oregon Department of Veterans Affairs.

Supreme Court to hear home rule appeal

The Oregon Supreme Court agreed late last month to consider appeals involving collective bargaining for public employes in Astoria, LaGrande and Hermiston.

The appeals were filed by lawyers for the Hermiston Police Association and the policemen and firemen in Astoria and LaGrande. No dates have been set for arguments.

The Oregon Court of Appeals ruled Jan. 10 that Astoria and LaGrande do not have to provide retirement benefits equal to or better than the state Public Employes Retirement System (PERS).

The decision, as in the Hermiston case, was based on the constitutional grant of home rule power to Oregon cities.

The Court of Appeals ruled last Dec. 20 that collective bargaining between the City of Hermiston and its police officers was predominantly of local concern and therefore the Employment Relations Board has no authority to arbitrate.

The city sued and won in Circuit Court after the city and the Employment Relations Board couldn't agree on how to conduct a representation election and on who should be in the bargaining unit.

assembly of governmental employees AGE

Board briefs

Following is a summary of the main motions taken by the OSEA Board of Directors at its May 21, 1977, meeting in Salem:

- A motion was passed to take no further action on a petition brought to the Board by Leigh Springer, Motor Vehicles Chapter 86.
- A motion was passed to approve expenses for a meeting of the Department of Transportation bargaining unit representation committee (BURC)
- By a unanimous roll call vote, a motion was passed to increase the salary of the Executive Secretary and to provide him with a leased automobile.
- A motion was passed to approve the division of Pioneer Chapter 23, with that name being retained for Department of Education employes, and allow a new chapter to be established for the Division of Vocational Rehabilitation employes assigned to District 2.
- A motion was passed putting the Board on record in favor of House Bill 2470, which limits the use of veterans preference to one time only within 48 months of discharge. (See story, page).
- A motion was passed accepting sponsorship by the Board of a General Council resolution that would change the Executive Secretary's title to Executive Director.
- By a roll call vote, the Board denied the appeal of former Employment Division BURC member Winnie Francis who was removed from the BURC by a vote of its members. The BURC's action also was upheld by the Employment Relations Committee. The Board vote was 10 Yes, 3 No, 2 abstaining, and 1 not voting.
- The Board approved a motion to recommend to the Rules Committee that General Council rules be changed to give staff the right to speak from the floor.
- A motion was passed that the Board sponsor a General Council resolution that a study be made of the feasibility of expanding the Salem headquarters building.
- A motion was passed that Executive Secretary Morton Shapiro be nominated for an office in the Assembly of Governmental Employes (AGE).