



Leaves Board

Jim Kinns, left, now an excluded employe with the Highway Division, announced at the Oct. 8 Board meeting that he was dropping his active Association membership but would remain as an associate member. He also vacated his position on the Board of Directors as Immediate Past President. President Marie Grant is at right.

Flex time has arrived

By the time you're reading this, true flex time will be the policy of state government.

Special Assistant Angelo Stephenson has been meeting with officials of the Executive Department to make sure that employes have the option of choosing their hours and that schedules are not mandated to employes by management.

However, it is anticipated that problems will arise out of the particular needs of an individual agency, said Stephenson. If that happens, contact Angelo Stephenson at OSEA Headquarters. He will take that situation to the Executive Department to work out a solution that will be fair to both sides.

"The Executive Department is willing to work with us," said Stephenson. "From my meetings with the Executive Department, it is hopeful that OSEA and the Executive Department will be able to develop guidelines that will be followed by all agencies."

Promotion paid in trial service

Two years ago, in a case decided by the Oregon Court of Appeals, OSEA established the principle that employes promoted during their trial service still are entitled to a pay increase six months following their date of hire.

Alan Cohn, now a psychiatric security aide at Oregon State Hospital, did not receive this increase following his first six months in state employment

because, according to management, he had been promoted during his trial service. He came to OSEA Employee Representative Ken Allen for help with his grievance.

Allen filed the grievance with state hospital superintendent Dean Brooks who, through his personnel officer, resolved the grievance and granted Cohn his trial service increase.

Coquille cops get \$60 raise in pact

COQUILLE - Officers in the Coquille Police Department will receive a \$60 per month pay increase retroactive to July 1, 1977, as a part of a collective bargaining agreement negotiated between the city and the Oregon State Employees Association (OSEA).

In addition, the new one-year agreement calls for vision care for employes and their families;

- A new dental plan;
- An improved grievance procedure which ends in binding arbitration;

- Incentive pay for education and training;
- 100 per cent of all hospitalization costs; and
- An improved vacation schedule.

"This agreement is a victory for collective bargaining," said OSEA negotiator John Lund. "Negotiations were conducted in a positive, problem-solving fashion." Lund credited city manager Larry Dalrymple for the business-like attitude management brought to the bargaining table. Dalrymple was the spokesman for the management team.

Political activity rebate procedure

PREAMBLE

In response to concerns which have been expressed regarding the constitutional rights of persons who are required by contract to pay money to the Oregon State Employees Association or any of its affiliates (hereinafter referred to as the OSEA), the OSEA Board of Directors adopts the following political activity rebate procedure.

1. DEFINITIONS

A. "Affiliate" means any local affiliate of the OSEA.

B. "Fiscal year" means October 1 through the following September 30.

C. "Nonmember" means a nonmember of the OSEA who is required to make a monthly "fair share" payment to the OSEA.

D. "Political activity" means:

- (1) the administration of an independent political action committee;
- (2) the determination and/or publicizing of an organizational preference for a candidate for political office; or
- (3) efforts to enact, defeat, repeal, or amend legislation which is not related to the working conditions, welfare, job security, or working environment of employes represented by the OSEA and/or its affiliates.

E. "Fair share" means a monthly payment in lieu-of-dues which is paid to the OSEA (or to an OSEA affiliate for subsequent transmission to the OSEA) by a nonmember pursuant to a contractual requirement as authorized in ORS 243.650 (10), ORS 243.650 (16), and ORS 243.666 and related statutes.

II. PRELIMINARY POLITICAL ACTIVITY REBATE

A. Not more than thirty (30) days after the Board of Directors adopts the OSEA annual budget, the Executive Director shall determine the percentage of the budget which is allocated to political activity except that for the fiscal year beginning October 1, 1977, this determination shall be made within 30 days of adoption of this policy.

B. The OSEA dues for members for the

fiscal year in question shall be multiplied by the aforesaid percentage and the product shall constitute the preliminary political activity rebate for nonmembers who are eligible for OSEA membership.

III. NOTIFICATION OF REBATE PROCEDURE

A. The Salem office of the OSEA shall have on file and available for inspection during regular working hours a copy of the OSEA political rebate procedure.

B. As soon as possible after a fair share agreement is implemented in a bargaining unit for which OSEA or one of its affiliates is the collective bargaining representative, the Executive Director or his designee shall cause to be posted in the work area:

- (1) a copy of the OSEA political activity rebate procedure; and
- (2) a notice which indicates:

- (a) that nonmembers may request a political activity rebate from the OSEA
- (b) the steps to be taken by a nonmember in order to request a political activity rebate; and
- (c) the amount of the preliminary political activity rebate and the manner in which it has been computed.

Such notice shall be posted for a period of not less than thirty (30) days in the same manner as normal posting of notices of interest to members of the bargaining unit, or the Executive Director or his designee shall make a good faith effort to communicate to nonmembers in the bargaining unit the contents of said notice. Steps likewise shall be taken to inform promptly any nonmember who first becomes subject to the fair share requirement after the aforesaid posting or other communication of his or her rights in this regard.

C. A copy of the aforesaid notice shall be printed in the first two issues of "The OSEA News", published during each fiscal year in question. For the fiscal year beginning October 1, 1977, said notice shall be published in said newspaper as soon as practicable and shall also be published in the following month.

IV. REQUEST FOR REBATE

A. A nonmember who objects to the expenditure of any portion of his or her fair share payment for political activity may request a political activity rebate by sending a written communication to the Executive Director.

B. The written communication shall include a statement by the nonmember that he or she is not a member of the OSEA and objects to the expenditure of any portion of his or her fair share payment for political activity, a request for a political activity rebate, and the following information:

- (1) the name and address of the nonmember;
- (2) the position in which the nonmember is employed;
- (3) the name of the employing agency

If the written communication does not contain the above information, it shall be returned to the nonmember with appropriate instruction for resubmission.

V. ACKNOWLEDGEMENT OF REQUEST FOR REBATE

The Executive Director shall send to each nonmember who requests a political activity rebate a written communication informing him or her that:

- (a) his or her request for political activity rebate has been received;
- (b) an amount equal to the preliminary political activity rebate has been placed in an escrow account on his or her behalf; and
- (c) the political activity rebate to which he or she is entitled shall be sent to him or her not more than thirty (30) days after the end of the fiscal year in question.

VI. FINAL POLITICAL ACTIVITY REBATE

A. After the fiscal year in question has ended, the Executive Director shall utilize the procedure set forth in Section II above to compute, on the basis of the percentage of the OSEA annual budget

actually spent for political activity, a final political activity rebate for nonmembers who are eligible for OSEA membership.

B. Not more than thirty (30) days after the end of the fiscal year in question political activity rebates shall be sent certified mail, return receipt requested, to those nonmembers who requested such rebates.

(1) A nonmember who has paid fair share for less than an entire year shall receive a proportionally reduced political activity rebate.

C. The Executive Director shall include with such rebates a written communication which explains the reasons for any difference between the preliminary and final political activity rebates and indicates the steps to be taken by a nonmember in order to challenge the amount of the final political activity rebate pursuant to Section VII below.

VII. CHALLENGE TO FINAL POLITICAL ACTIVITY REBATE

A. If a nonmember contends that the final political activity rebate does not accurately reflect the percentage of the OSEA annual budget actually spent for political activity, he or she may challenge the final political activity rebate by sending a written communication to this effect to the Executive Director. Said communication shall be considered timely if it is postmarked not more than ten (10) days after the nonmember received the rebate and written communication from the Executive Director pursuant to Section VI above.

B. The Executive Director shall refer any challenge to the Board of Directors. The Board of Directors shall take such steps as it deems appropriate to resolve the issue, provided that the nonmember and/or his or her representative shall have the right to submit written material and to present oral argument to the Board of Directors. The Board of Directors may, at its option, consolidate two or more such challenges into a single proceeding.