

Sixteen units undergo local negotiations



CSD agency-wide bargaining team

Contract negotiations between OSEA and 16 different state agencies and local governments are in varying stages of the negotiations process.

Special Assistants Angelo Stephenson and Tom Gallagher, Associate General Counsel Charlene Sherwood, and Employee Representatives Bud Bailey, Gordon Webb, John Lund and Gil Polanski are the spokesmen at the bargaining table. Employee Representative Ken Allen is part of the team negotiating an agency wide contract with the Childrens Services Division.

OSEA and Childrens Services Division (CSD) are negotiating one agency contract rather than separate ones for each unit such as MacLaren and Hilcrest schools and the remainder of the agency. At presstime, three negotiating sessions had been held.

Negotiations have come to a halt at the Bureau of Labor in the wake of an unfair labor practice charge filed by OSEA. The unfair labor practice charge results from the Bureau of Labor's refusal to negotiate. After agreeing to an article on promotions, negotiators for the Bureau of Labor decided they had erred and would negotiate no further until the promotions article was put back on the table.

OSEA-Justice Department negotiations are going smoothly, reports Employee Representative Bud Bailey.

Lincoln County Sheriff Everett Hockema has caused negotiations on a contract for his deputies to come to a halt while legal matters are decided in the courts and the Employment Relations Board. (See story and photo elsewhere in this issue)

Fish and Wildlife negotiations also are being held up by legal problems. OSEA was the recognized bargaining agent for both the Fish Commission and the Wildlife Commission before the two were merged by act of the 1975 legislature. Our recognition as the bargaining agent for the merged agency now is being challenged. The agency has filed a petition for an election with the Employment Relations Board. While the legal problems are being settled, OSEA Employee Representative Bud Bailey is preparing proposals for a new agency contract.

The management of the Department of Vocational Rehabilitation has OSEA's contract proposals. The first bargaining session is set for Oct. 14.

A contract for the police officers of the City of Coquille settled, ratified by the membership and approved by the city council. (See story elsewhere in this issue)

An agency contract at Fairview is getting close to settlement; a few hurdles remain to be overcome.

Negotiations for a contract at SAIF began Oct. 4. The bargaining teams will meet again Oct. 20.

The proposals are in on a new Department of Transportation contract. Bargaining sessions are scheduled for Oct. 13 and 14.

Proposals are being developed for a new classified contract at Southern Oregon State College.

OSEA and Department of

Motor Vehicles negotiators returned to the table Oct. 6. Another meeting has been set for Oct. 18. That pact should be wrapped up soon, says chief negotiator Angelo Stephenson.

Proposals are being developed for a first ever agency contract for the State Fair, where OSEA just recently was recognized as bargaining agent.

Discussions have been completed for a combined Mental Health contract much after the fashion of the CSD talks.

Jackson County employees are circulating a questionnaire to review problems in their current agreement and to develop proposals for a new one.

Following a dispute over the recognition of OSEA as the representative of Marion County employees, negotiations there have begun anew and are going much more smoothly.

Coming events

This is a list of some of the meetings and activities scheduled for the next few weeks.

- October 15 -- Chapter Treasurers' Training, Headquarters, 10 a.m.
- October 22 -- Central Contract Workshop, Room 327, Smith Center, Portland State University, 9:30 a.m. The workshop is mandatory for chapter officers and delegates and job representatives in districts 1 and 10; everyone else is welcome.
- November 7 -- Executive Committee, 7 p.m., Headquarters.
- November 20 -- Board meeting, Headquarters.

'Last day' questioned in pay check dispute

Employees of the Public Utility Commission have a clause in their agency contract which requires that they receive their paychecks on "their last working day of the month" on those occasions when the first falls on a Saturday, Sunday or holiday. PUC employees also have true flex time and for some employees their last working day of the week is Thursday.

These two contract provisions seemed to clash in the mind of assistant commissioner Don Armstrong when he discovered that the last working day in September for some employees would be on Thursday, Sept. 29. "We fought for this clause," said LeAnn Gilmer, Willamette Chapt. 21 president and a BURC member, "because some auditors in the Eugene field office were not getting their checks on the first and some not until the sixth of the month."

"Some in this office were afraid they would lose their flex hours if we made an issue of it," she said, "but they were defeating the purpose of flex hours by coming in on Friday to pick up their checks."

The threat of lost flex time

certainly was made by the commissioner. In a letter to OSEA Executive Director Morton Shapiro, PUC Commissioner Charles Davis said, "We would hesitate to accept any interpretation of the agreement which could jeopardize the permanent implementation of the flexible work schedules." However, flexible work schedules also are part of the PUC agreement.

"Any attempt by management to change flex time unilaterally would give rise to more grievances," said OSEA Employee Representative Peter De Luca.

Armstrong contends that he has a ruling from the Executive Department which prohibits him from passing out paychecks before 1 p.m. on Friday.

The Executive Department's payroll department is bound by the OSEA-PUC contract, said chief negotiator Angelo Stephenson. "That's the position we'll take until we're proven otherwise," he said. Six grievances have been filed of employees who didn't get their pay checks on their last working day of September as required by the contract.

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