

Dammasch attack brings talk with super

WILSONVILLE -- When a "33" sounds on the third shift at Dammasch State Hospital here, wards of 40 to 50 patients are abandoned by the male psychiatric aides who are required to respond to the emergency. That means these wards are left in the hands of women psychiatric aides who must cope alone with the

mentally ill adults and adolescents. Occasionally, there is no one to attend a ward.

"Imagine returning to a ward that had been left unattended for some time," said OSEA Employee Representative Ken Allen.

This is a requirement of the hospital; when an emergency sounds, the male aides are

required to answer the call; the female aides must do the best they can.

Emergencies aren't the only occasion when women aides are attacked. Two adjoining wards will have an aide assigned to each with a "floating" aide to go back and forth. In early September this year when the "float" went to the other ward,

a woman aide was attacked by a patient. That attack led the third shift aides to ask Employee Representative Allen to arrange a meeting with Dammasch superintendent Russell Guiss. The meeting was set for Sept. 27. Only one of the 17 aides on the shift was unable to attend.

"The superintendent tried to play off employee rights versus patient rights," said Allen. "We said increased staffing would help both patient and employee rights and safety. The aides are more interested in patient rights than anyone else."

"The employees have well-founded fears about coming to work," Allen said in his Sept. 19 letter to the superintendent. "They feel that the hospital must make some adjustments to make the third shift at Dammasch a safe job."

At the hour-long meeting,

Supt. Guiss said that 48 new positions were authorized for the hospital by the 1977 legislature. That will mean that there will be three aides for every two wards, he said. However, that was the staffing level in the ward where the woman was attacked in early September.

The aides responded that that might be sufficient if the emergency alarm system were modified. Presently, the alarm buttons are only in the aide offices which adjoin the wards. If an aide is attacked or runs into some other kind of emergency while he or she is making the regular, every-half-hour tour of the ward, the aide must go through a locked door to get back to the alarm button.

Dammasch patients include an overflow of court committed patients from Oregon State Hospital.



Reproduction of 100 per cent membership certificate

Several work units awarded 100% membership certificates

Several offices, divisions, work places and crews, principally in the southern part of the state, have 100 per cent OSEA membership.

On a recent road trip, OSEA Employee Representative Gordon Webb awarded certificates to some 23 units. A number of work units in the SAIF building in Salem have 100 per cent membership certificates on display. At the district officers workshop, District Eight Director G. Louis Roberts received a certificate which he took back for the classified employees of the Oregon State University Seafood Lab in Astoria.

Those work units receiving the certificates are:

• Klamath Falls -- The High-

way Bridge Crew and the Highway Maintenance Crew;

• JACSON COUNTY -- The Airport, Animal Control, Building Maintenance, Fair Operation, Parks and Recreation, Treasurer, Taxation Department, Veterans Service Department, Watermaster and District Attorney Department.

• ROSEBURG -- Vocational Rehabilitation Branch Office, Adult and Family Services Branch Office, Department of Revenue Branch Office, Highway Bridge Crew (Winston) and Highway Extra Gang Crew (Winston);

• SOUTHERN OREGON STATE COLLEGE -- Grounds, Electricians, Car Pool, Stevenson Union Kitchen,

Stevenson Union Maintenance and Mailroom

• STATE ACCIDENT INSURANCE FUND (Salem) -- Unit G, Unit D, Unit H, Third Party Department, Awards Computing Department, Second Floor File Section, Initial Claims Processing, Nurses and Permanent Total Disability.

• ASTORIA -- OSU Seafood Lab Classified.

The certificates may be awarded for any group of employees who work together as unit. In this list, some units are quite large, others small. The certificates are available at headquarters. Contact your district director or employee representative if you've got your unit all signed up.

Management's case thrown out at OSU

CORVALLIS -- An attempt by the management of Oregon State University to terminate an employee who worked as a keypunch operator in the university's data services department was stopped by OSEA Employee Representative John Lund when it was discovered that management didn't even have the basis to reprimand her.

Joan Rowlands had been brought by management to a pre-dismissal hearing when it was discovered that her work plan was so vague that management had no basis even to reprimand her.

After the pre-dismissal hearing was dismissed, Rowlands was given a performance appraisal based upon that same work plan. Her supervisor gave her a "D".

At that time, management

drew up a new work plan for Rowlands that was not mutually agreed to and that contained a totally unrealistic timetable within which she was to improve her performance, said Lund. The performance appraisal also contained some objectionable comments regarding a potential disciplinary action.

Lund filed a grievance on Rowland's behalf seeking to improve her grade, to remove the objectionable comments and to require management to meet with her and draw up a mutually agreed to work plan with reasonable performance goals. The university agreed; the comments were removed, a reasonable, mutually agreed to work plan was drawn up and Rowland's grade was raised to a "C".

Out-of-class work brings extra pay

An employee may not be worked out of classification for more than 15 days for training purposes, without management incurring an additional pay obligation, unless it is for a specified period of time and provided that it is agreed to in advance.

Charles Steel, an employee in the Salem Highway Department shops, was assigned to fill in for his foreman for more than 15 days but he was not being paid at the higher rate so he brought his grievance to OSEA Employee Representative Peter De Luca.

Management said that Steel's work plan called for him to work out of class for training purposes.

De Luca said that work out of classification for training was not permitted unless the purpose and the specific duration were agreed to before hand. Steel's work plan was too general, he said.

Assistant State Highway Engineer Robert Schroder agreed with De Luca and Steel was awarded four weeks' worth of back pay at the higher classification.

Per diem paid to crew

PENDLETON -- Grievance resolutions define the term contained in the contracts. OSEA Employee Representative Peter De Luca resolved a grievance on behalf of a highway crew which defined the term "official work station."

A crew sent here for the summer was not being paid any per diem for the time they were away from their permanent work station. On the local level, it was the Highway Division's

contention that Pendleton now was their headquarters.

When De Luca disagreed with Pendleton the office of the Highway Division told them he would have to file a grievance unless the crew members were paid per diem, the local office management checked with Salem for a ruling. The Salem headquarters of the Highway Division said that the crew members should be paid the per diem so a grievance became unnecessary.

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