

PETITION

January 9, 1979

To: Jim Dyer, President and Board of Directors of O.S.E.A.

From: O.S.E.A. Chapter #52 Members

We, the undersigned demand that the Board of Directors get back to the business of running the Association and let the Legal Actions against the Association determine the fate of the Executive Director.

We further demand that our fellow members Cease and Desist their disruptive actions so the Association can do what it was created for---that of collective bargaining and employe representation. Also we strongly suggest that they turn their concerted efforts to the areas of collective bargaining, employe representation, membership, and other areas that are in the best interest of all the Association members.

We must present a united front

On the agenda for the Board meeting January 13, I see there is a motion to be made for dismissal of the Executive Director. I assume the motion is prompted by the statement released to the press by Labor Commissioner Stevenson, regarding the discrimination charge against Shapiro.

The subject was discussed at the last central BURC meeting and in your article in the last OSEA News. I assumed the subject had been laid to rest but apparently a few people with loud voices will be allowed to make a fuss over it and create more internal strife.

This type of thing has to stop. We are losing our credibility and clout with management and the executive department. Our labor organization was formed to benefit and bargain for public employees. This cannot be accomplished when we have internal bickering.

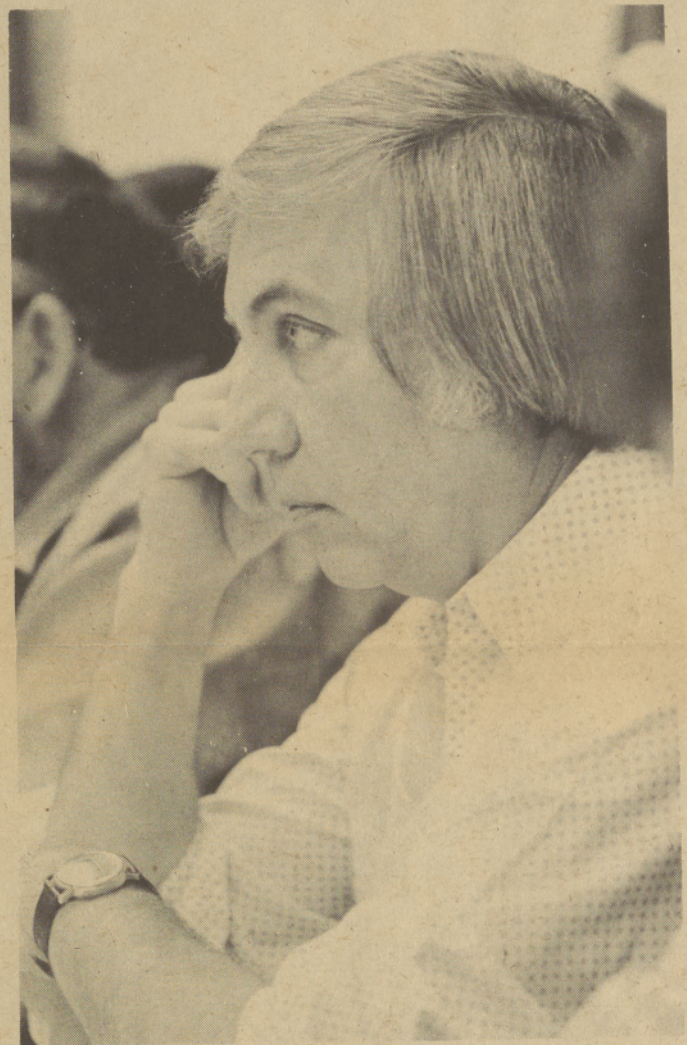
For an example: a few people here in Coquille have been forced to file grievances once won -- for a second time, simply because management feels we are weak and torn apart with an internal power play. Simple grievances like protective clothing and meal allowances for training sessions.

In my own instance the bickering has probably cost me personally several hundred dollars. My job class was given several new duties a year and a half ago. When this happens OSEA negotiates for a new pay schedule. Well, negotiations have been going on for 15 months, we are performing the duties but not receiving the pay. Executive Personnel has used delaying tactics and stalling the talks simply because they think we are weak and they can get away with it. They are getting away with it because a few loud mouths, unhappy with our leadership are trying to tear us apart.

The resolutions passed at General Council showed overwhelming support for our executive director and his staff. It is past time the dissidents shut up and got on with what the majority want, stop trying to break us up and work toward unity.

You know as well as I do that until we present a unified front, the Governor and his henchmen will promise us cake sometime in the future but we always seem to end up with crumbs. We will continue to get just enough to get by on until our leaders can speak with a solid organization behind them.

DARRELL SHERIDAN
Weighmaster Chapt. 44



Schmidt speaks for District 9.

'Enough!'

By WALLY SCHMIDT
Director, District 9

Throughout the year of 1978, this union has undergone difficult times. We have been under attack from many quarters. We are bargaining in the shadows of a citizen-supported tax revolt. We have lost the support of several legislators who did not succeed at the polls in November. We continue to come under attack by both former OSEA members and a minority of current members. Oregon's largest daily newspapers seize every opportunity to reveal these internal divisions; which is not surprising, as they are non-union papers. The focus of these attacks or, more correctly, the target of these attacks, has been our executive director, Mort Shapiro.

As district director of District 9, it has come time to say: "Enough is enough." Whenever membership drops, or our funds are tied up, or any aspect of the union's performance comes under scrutiny, the same fingers point at the same person time and time again.

Our union is based on collective bargaining. When membership tallies drop, I would suggest that we each make an effort to improve our own performance. This union does not stand on the performance of one man, nor does all its responsibilities lie there.

It is 1979, and, as a representative of District 9 employees, I offer a New Year's resolution. We are opposed to the on-going dissention and repeated attacks on our executive director; therefore, I propose that we move on to the new business at hand. Mort Shapiro's performance has been admirable and we support the system that retains him on the basis of merit, and not the attempts to instill a system based on politics and personality.

It is time for progress. That's what the membership wants, that's what District 9 wants, and that's what I want.



Beier spoke against his district's motion; Campbell ponders