

Dues increase effective soon

OSEA dues will increase by 70 cents effective April 1, 1978, bringing the monthly total to \$6.

According to OSEA Secretary-Treasurer Fred Tolleson, Association by-laws provide for automatic increases in dues equal to the percentage raise in state employe salaries rounded to the nearest 10 cents. This formula equals 20 cents per month.

In addition, the 1977 General Council voted to add an additional 50 cents to the base dues effective April 1, 1978, and again December 1, 1978. The first base increase coupled with the 20 cents from the by-laws formula means a total increase of 70 cents, April 1, for a net rate of \$6 per month.

The second base increase of 50 cents December 1, 1978, will be coupled with 30 cents formula increase (State employes will receive five percent raises December 1, 1978 - five percent of \$6 equals 30 cents, for a net increase of 80 cents, bringing total Association dues to \$6.80.

According to Tolleson, "Just as negotiated increases never seem to keep pace with the employe's cost of living, the percentage dues increases provided for in the by-laws don't adequately provide for the

income the Association needs to operate effectively. That's why the base increases are necessary."

"The ongoing challenges of representation, education and Association growth can only be met with the resources necessary to provide these services. And organizational strength is vital as we prepare for the next round of state and local government negotiations," he said.

Even with the increases, the OSEA dues structure is austere by comparison with other public and private sector unions. For example, AFSCME members pay monthly dues of \$4 to the state council and \$2.90 to the International, in addition to local dues which vary from local to local.

Teamster-organized cannery workers in Salem pay \$12 a month, while members of the Office and Professional Employees International Union pay \$13 a month in addition to a \$50 initiation fee.

The Communication Workers of America (whose members are currently paying \$11.90 per month) is proposing a minimum dues of two hours pay per month, with nearly half that amount to go to the International.



Cpl. Larry Lord (checked coat) makes point at factfinding.

Deputies impasse

The dispute between Marion County and the OSEA-affiliated Marion County Deputies is again headed to factfinding following a second impasse.

The most recent impasse was reached on some 25 articles -- about half of the proposed contract. Earlier the two sides deadlocked over one item in the ground rules.

Factfinding was held March 6 to resolve the dispute over the number of deputies the county would pay as members of the

bargaining team and to determine whether that ground rule or the whole contract should be the subject of factfinding.

William Babcock, the factfinder in the case, ruled that he would only accept testimony on the ground rule issue, upholding the county's position. OSEA Associate General Counsel Charlene Sherwood had contended that the entire contract should be considered by the factfinder.

His decision, however, recommended in favor of the OSEA position that four

bargaining team members be paid by the county when their participation at the table occurred during their work hours.

Meanwhile, the two sides resumed bargaining the afternoon the factfinder's hearing was held and nearly half of the issues have now been signed off. Included in that group are articles dealing with job representatives, grievance resolution and arbitration.

A number of major issues, including salaries, remain unsettled, however.

The deputies have not received pay increases since July 1, 1976, as the county last year forced a representation election despite petitions signed by 98 percent of the unit requesting that OSEA be the collective bargaining representative. That action postponed for eight months the beginning of bargaining.

OSU service credits tally inaccurate

CORVALLIS -- Service credit records at Oregon State University have been found to be inaccurate in an investigation by OSEA Job Representative Rita Johnson and field representative John Lund.

OSU food service workers are affected by the service credit lists because, during the summer when less work is available, those with the greatest number of service credits perform the work available and those with the least are forced to go on leave without pay.

The errors resulted because university management failed to include as in-class service, time worked by food service workers in the "domestic worker" classification prior to July 1, 1973, when the "domestic worker" classification was abolished. Management corrected the error recently in a face-to-face meeting and the order of the list has been affected.

OSEA food service workers are advised to check their service credit lists carefully for errors. If your service credit score doesn't look right, check your payroll records and make sure you get the score straightened out.

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