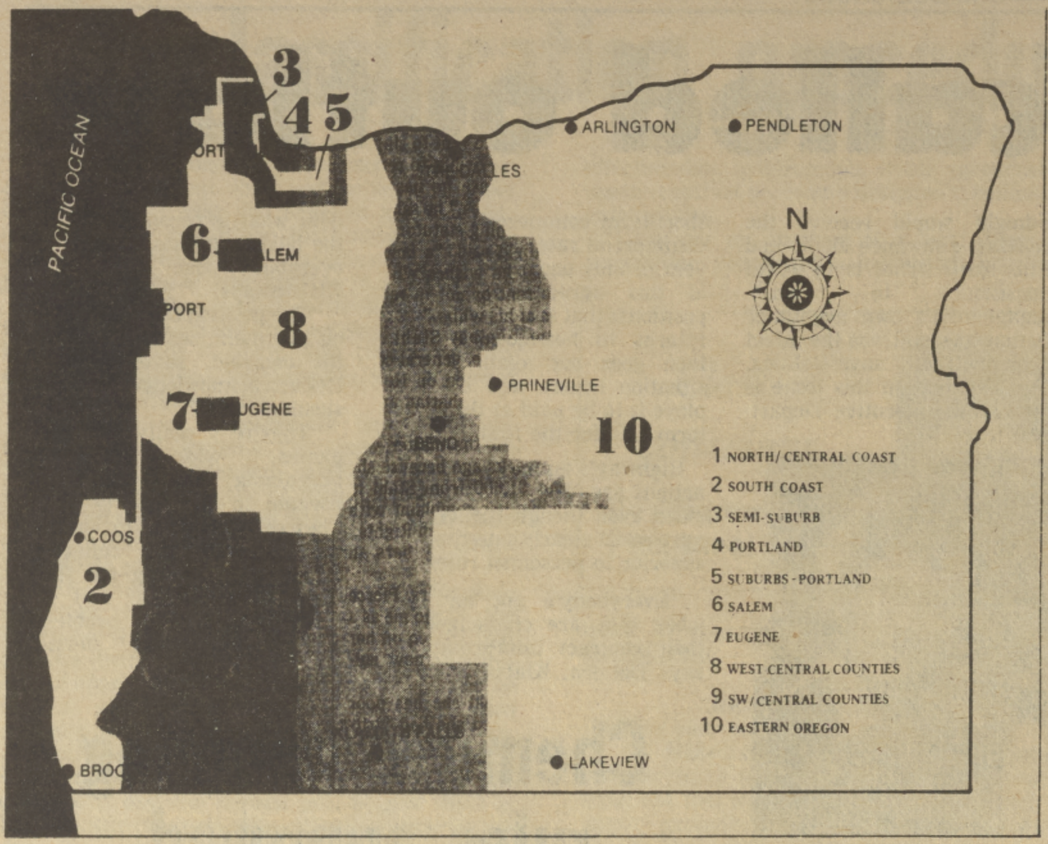

	PORTLAND	SUBURBS PORTLAND	SEMI-SUBURB	WEST CENTRAL COUNTIES	EUGENE	SW/ CENTRAL COUNTIES	NORTH/ CENTRAL COAST	EASTERN OREGON	SALEM	SOUTH COAST
Allstate	$286	$240	$248	$214	$203	$200	$246	$193	$207	$237
Farmers	$297	$237	$254	$224	$210	$201	$234	$191	$216	$202
Nationwide	$234	$193	$172	$172	$168	$168	$193	$162	$157	$193
Safeco	$252	$228	$222	$202	$202	$210	$219	$196	$202	$206
State Farm	$252	$207	$173	$183	$181	$179	$207	$173	$167	$207
Unigard	$316	$282	$290	$244	$244	$230	$282	$228	$244	$274
United Pacific	$279	$245	$247	$230	$230	$227	$240	$223	$230	$244
Aetna	$416	$353	$364	$336	$336	$271	$389	$323	$336	$350
North Pacific Preferred	$280	$244	$254	$228	$228	$222	$242	$214	$228	$238
North Pacific Standard	$339	$297	$310	$283	$283	$281	$305	$269	$283	$301
Fireman's Fund	$311	$273	$283	$259	$229	$234	$286	$229	$259	$272

Nationwide rates low

A survey of 11 Oregon auto insurance carriers shows that Nationwide is the least expensive in all areas of the state.

From Astoria to Lakeview, from Portland to Brookings, Nationwide, the insurance firm endorsed by the OSEA Board of Directors, is the least expensive in 10 different regions.

The same auto insurance coverage differs widely according to region and company. In fact, there are many variables which go into insurance rates, so many that even the experts sometimes are confused. Many years ago, there only were three driver classifications in Oregon; now there are more than 8,000. One company ran all its variations on four hypothetical drivers and came up with 10,762 different rates.

A former Oregon insurance commissioner believes the 10-or-so "rating territories" used by insurance companies might be re-studied. Also, he thinks it might be possible to simplify driver groupings.

A task force has discovered, for example, that no statistical justification seems to exist for charging auto commuters a higher rate than non-commuters.

Insurance is a very competitive business and one is well advised to shop for auto insurance the same as any other commodity.

Pay grievance resolved

Article 52 of the state central agreement which concerns work out of classification can be easily subverted in employes' work plans.

Specifically, the section in question in a recent grievance resolved between OSEA and Fairview, says that the employe is to be paid one step higher than his or her regular rate of pay when the employe is working out of classification.

However, the work plan of Wilma Graham, a food service worker 2 at Fairview, said that as a relief worker she would "relieve cottage kitchen charge on vacation, days off and sickness." Cottage kitchen charges positions at Fairview are classified as psychiatric aide 1 positions.

The grievance, filed on Graham's behalf by OSEA Employe Representative Ken Allen, was that since Graham took over as cottage kitchen charge for approximately two months she was entitled to more pay for that period. In the resolution of this grievance management agreed and Graham was paid $64 in back pay. However, there is a distinction to be made.

Terry Plummer, a Personnel Division analyst, saw two issues in the grievance. The first was whether Graham was in fact working out of classification under the terms of Article 52. To that question, he answered yes.

The other, broader question, is whether all "relief worker positions (are) inherently working out of class when relieving a charge or other higher level position." To that, he answered no.

Plummer makes the distinction between relief positions which only are for "shift coverage" from those which confer supervisory or higher level responsibilities. In other words, Graham was due a pay increase because she assumed the supervisory duties of the person she relieved.

OSEA wins gains in health plan

Improved benefits in the state employe health plans have been worked out between OSEA and the governor's office, according to OSEA Executive Director Morton Shapiro.

Those improvements raised the room rate from $60 to $100 a day, and increased major medical coverage from $100,000 to $200,000. Also, after the first $2,500, major medical will be paid in full, said Shapiro.

"I am happy that Bud Kramer of the Governor's office and I were able to assure some real improvements in the medical benefits for state employes," he said.

Though OSEA negotiates the dollar amount of the employer's contributions to the medical plan, set to be $49 a month beginning July 1, 1978, the State Employe Benefits Board is not bound to spend the full amount. By improving the benefits, more of the employer's contribution will be spent for health benefits. The benefits also were improved to make up for losses due to inflation, Shapiro explained.

Help wanted!

Cartoonist / illustrator

The OSEA News is seeking a cartoonist/illustrator. We are looking for an OSEA member who has a real talent with pen and ink, a style with flair, a sophisticated political sense and a good wit. We would expect a publishable cartoon on state or national events or Association activities for each issue of the paper. In addition, we need illustrations to accompany feature stories in The OSEA News. We will pay for drawings used. Please send a sample of your work and a little bit about yourself including your chapter name and number, to Bentley Gilbert, Publications Director, Oregon State Employes Association, P.O. Box 12159, Salem 97309.