

# Grievance file: Workloads grieved again

KLAMATH FALLS -- While the number and variety of paperwork that Adult and Family Services caseworkers are expected to complete increases, the number of hours in the day remains the same.

Early this year, AFS employees in the southern part of

the state settled an important grievance with the help of then- OSEA Job Representative Phil Deas that allowed AFS workers to put the legal minimum of 138 cases into their work plans. If the caseload went over that limit, the settlement continued, the employee had the right to have other duties removed so that adequate attention may be given to his or her cases.

When the employees, led by OSEA job representative Donna Bowers, at the Klamath Falls

AFS office, were told that Regional management refused to comply with this settlement, they came to Deas, now an OSEA employe representative in the Medford branch office. The specific statement of their grievance was: "We have requested that our caseload size be put into our work plans. We have been advised that it is a Region policy not to put a caseload figure in a work plan, and that it won't be done."

Despite the Regional management's position, Article 14, Section 3, of the current OSEA-AFS collective bargaining agreement says, in part, "in those classifications where it is applicable, (the work plan) shall indicate the case load upon which the work plan has been developed. Whenever a directive is issued by Public Welfare Division (now AFS) that would cause the employe to deviate from OR BE UNABLE TO FULFILL the previously agreed on work plan, the employe shall initiate and the supervisor and the employe shall mutually develop an adjustment of the work plan to set priorities which allow the employe to carry out the changes necessitated by the Public Welfare Directive." (Emphasis added).

Those directives have been coming hot and heavy into AFS offices of late. But when the Regional management refused to "mutually develop an adjustment of the work plan to set priorities," as explicitly stated

in the contract, a group grievance was filed by the employes here.

That grievance was sent to AFS administrator Keith Putnam. In a May 26 letter to Deas, Patricia Dunning, the manager of AFS's Personnel/Labor Relations Unit, wrote: "Whenever an employe requests caseload included in their work plan, the supervisor shall indicate the caseload upon which the work plan has been developed." She went on to say, "Whenever the caseload exceeds or decreases the level indicated on the work plan in excess of 30 calendar days, the employe may initiate an adjustment with the supervisor which may result in a change of

the work plan and daily activities to accommodate the increased or decreased caseload."

That's essentially a restatement of the language in the contract, but at least management's on record again as agreeing to it.

In practice, what this means, is that if an employe's caseload increases, some items are going to have to be removed from the employe's work plan so that he can meet the requirements of the caseload.

"What this grievance provides," Deas said, "is a tool to control workloads but the employes must use the tool. This is the only recourse until we get the standard lowered."

## Voc Rehab time flexed

SALEM -- Modification of the Vocational Rehabilitation Division's (VRD) flextime policy was the result of a grievance filed on behalf of the Association by OSEA Job Representative Lynn Della and Employe Representative June Wissmath.

The agency's previous policy specified that for a week during which a holiday falls, employes on flextime must revert to five 8-hour days. Under the revised policy, employes "may request an alternative flextime schedule" for the holiday week, subject to approval by the immediate supervisor, based on the needs of the work unit. The request must be filed at least one week prior to the week in which the holiday occurs.

The grievance was submitted at the second step of the agency grievance procedure on May 8. VRD deputy administrator Harvey Schuboth and personnel manager John Daniel met with Della and Wissmath on May 11, and the four arrived at a verbal resolution. Daniel sent a letter of confirmation to Wissmath on May 23.

## Personal leave ok'd

CORVALLIS -- Though JoAnne Miller was reinstated into her former position as a custodial worker at Oregon State University in January she kept her August 1974 service date. So when her supervisor told her in April she couldn't take her personnel leave day until she had been on the job for six months, she contacted OSEA Job Representative Lois Carda for help filing a grievance.

Article 66 of the state central agreement gives eight hours of personal leave to all regular, permanent, full-time employes who have completed their trial service. There is no trial service following reinstatement.

Late in May, Carda told OSEA Employe Representative Maria Steinhauer, the staff rep for OSU, that the grievance was resolved and that Miller would be taking her leave day shortly.

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