

Getting 'mad!'



OSEA Employee Representative Peter De Luca and Dunn.

Budget deficits mean end to reclassification

JOHN DAY -- Linda Dunn has been an "unofficial" administrative assistant in the Children's Services Division (CSD) satellite office here since last summer. Officially, she is a clerical specialist.

Though she agrees, her agency agrees and the Executive Department agrees that she, and several others in similar positions, should be reclassified to administrative assistant, the current budget crunch in the Department of Human Resources has prevented this.

All office management which normally is the responsibility of an administrative assistant in a branch office is given to the clerical specialists in the satellite office. The office here is a satellite of the Baker branch office.

In addition to the duties, a fundamental difference between the clerical specialists and the administrative assistants is a question of responsibility. Of course, pay is another fundamental difference.

The point is, however, the additional work and responsibility that Dunn has assumed need to be done. Normally, if a reclassification request is turned down, management is obligated to remove those duties of a higher classification which the employe has been doing. In the case of Dunn, Eleanor Lysek in the Enterprise satellite office and others, even CSD agrees that would be impossible.

For example, Dunn is responsible for fiscal matters within her office; for typing up performance appraisals and other confidential information; for researching the feasibility of new office procedures and assisting in their implementation and the supervision and training of a clerical aide. A clerical specialist has none of these responsibilities.

Dunn and Lysek's reclassification fell victim to the budgetary problems of the giant social service agency. Their responsibilities, however, continue.

Highway Division employes in the Portland area are as "mad as hell and (they're) not going to take it anymore," said District 7 Director Ron Forest in an OSEA newsletter for Highway Division members called "The Road Runner." Forest works in the North Portland maintenance section and is vice chairman of the Highway BURC.

Forest warns OSEA members who think that conditions in the Division are bad now that they are likely to get a lot worse. There are two basic issues, he said, in the June 23 newsletter, grievances and job security.

As a result of the defeat of the highway tax in the Oregon primary election, Highway and DOT management has notified its employes costs will have to be cut. A layoff, management says, will probably be unnecessary as employe numbers are reduced through attrition. However, Forest says, "There still are as many potholes which have to be repaired and still as many old Pampers littering the road to be picked up. And while Highway and DOT management may talk about cutting workers by attrition to avoid a layoff, layoffs are in our future, the future of ALL public employes."

But it is grievances, and management inaction with regard to their resolution, that has the Highway employes most upset.

"We have group grievances in the works because the time off provisions in the OSEA-DOT

contract are being violated," Forest notes, "because the work schedule article is being violated for bridge tenders both here and in Astoria, because the overtime provision has been violated and because the uniform and protective clothing provision has been violated." The response from Highway management, specifically labor relations head Gene Huntley has been "a big, fat 'No!'"

Forest notes that "the purpose of our contract with management is 'to develop a

working relationship between the Association and the Employer in which the rights of both parties are to be mutually recognized and respected.' The agreement says 'both parties'; that's you and me and not just Gene Huntley."

An arbitration of the per diem article may resolve the differences of interpretation of that clause, but some other action may be necessary to get Highway to come to grips with other working conditions grievances.

Open meeting

An open meeting for all women in OSEA working in corrections and other areas of law enforcement has been set for 7:30 p.m., Thursday, July 13, at the OSEA headquarters in Salem.

The purpose of the meeting will be to discuss affirmative action in hiring and promotion and what that means in terms of job protection.

We encourage women from the Oregon State Police, Oregon Women's Correctional Center, com-

munity corrections centers, Marion or Lincoln county sheriffs departments, the Oregon Liquor Control Commission, McLaren and Hillcrest, the Oregon State Correctional Institution and CDRC to attend.

This meeting also will be an organizational meeting for a formal OSEA conference on affirmative action in corrections and law enforcement to be held sometime this fall.

OSEA headquarters are located at 1127 Twenty-fifth Street SE, Salem.

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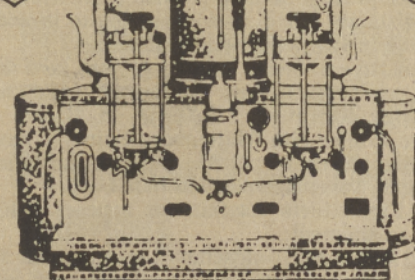
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