

OLCC employes show committees can work

PORTLAND -- This is a story of an employe committee that worked -- beautifully.

The reorganization of the Oregon Liquor Control Commission (OLCC) required a number of relocations of employes in the agency. When it began, following "Liquorgate," the state Attorney General's investigation and report and the appointment of Stafford Hansell as the agency's temporary director, the employes met with OSEA Special Assistant Tom Gallagher because they were concerned that their rights might get lost in the shuffle. Gallagher suggested a

telephone tree to keep employes in the outlying areas informed of events in the OLCC's Milwaukie headquarters. OSEA member and liquor control officer Jerry Lelack and his fellow employes took it from there.

The reorganization was necessitated, in part, by the split of the licensing and enforcement functions of the agency, a recommendation of all groups and persons who had been critical of the agency.

When management requested

input from the employes on how the relocations would be handled, the employes met in a Portland restaurant to organize themselves for this task. "Our plan was to gather information from the employes or to pass information on to them," said Lelack. "When we gathered the information, we would go over the situation at the time and make a decision and give the decision to the director."

"In the beginning," Lelack said, "we were making decisions about the criteria to be used in the relocations."

Employes in the cities where the jobs were available would get the first choice on cities and divisions. After that, seniority became a consideration. Finally, it was education and experience. In the case of a tie, the committee would decide.

"In the event of a tie," Lelack said, "the people tied made up a list of experience and education and gave us the list without their names on them. The committee reviewed all this and determined who would get the location two or more people requested."

Under reorganization, only the enforcement officers were

to remain under the police and fire pension fund and they were required to take additional training at Camp Rilea on the coast north of Seaside. Liquor control officers are not military recruits, but you wouldn't have known that from the training program planned for Camp Rilea. It was up at dawn for calisthenics, institutional chow for three meals, required attendance and confinement to camp in the evenings.

"It was a pretty tight schedule," Lelack said. "Nobody was to leave the camp area at night. A lot felt restricted. Some wanted to go to town after class, so we sat down with the management and the restrictions were lifted. We negotiated on overtime."

It was understood that the classes were required and that physical conditioning would be part of the job. But the employes were free during meals and anytime they weren't required to attend a class or an evening discussion period. In the end, they accumulated a small amount of compensatory time off for overtime.

Management knew that to raise morale and cooperation among the OLCC workers after the turmoil they had been through it was important to get them involved in their own destinies. To get the workers confidence, management had to make them aware not only of the benefits but of the problems in the situation.

This committee, primarily of Portland-area employes, had as its purpose to express the wishes of the employes to

management and to get information from management out to the out-lying areas. "They all wanted us to let them know what was happening as soon as we were informed," Lelack said. If there was a decision to make, the committee either would make it or it would take a poll of their fellow workers. "If we wanted something, it was presented in that way," he said. "The committee was accepted very well by management staff. The key was that we were not unreasonable."

The committee will be in operation through July 1979. That's when it is believed that the legislature will have made a

decision about the future of the OLCC. From now until then, there still will be people wanting to move from licensing to enforcement or from enforcement to licensing and problems for the committee to tackle.

How has the committee worked? "It's great, I love it," said Lelack. "It strengthens communication. If employes are hearing information from people they work with, they feel they are getting the straight scoop. If it comes in memo form, you don't know what's behind the memo. For the most part, even some of the old management is finding it workable."

OSEA nurses' pay brought up to par

An agreement between OSEA and the Executive Department, which was necessary to complete central negotiations before the close of the 1977 Legislature, has now been fulfilled.

This agreement has brought the rate of pay of nurses represented by OSEA up with that of those nurses represented by the Oregon Nurses Association (ONA). The process was completed with action taken by the Legislative Emergency Board June 16 at the request of OSEA Government Relations Director Bill Wyatt and John Demusiak, negotiator for the Executive Department.

While OSEA represents 90 per cent of the represented state employes, it only represents about 10 per cent of the over 1,000 nurses covered by collective bargaining. ONA represents some 900 of these.

After nearly nine months of bargaining and in order to induce our settlement prior to

legislative adjournment and thereby complete all negotiations with OSEA, the Executive Department agreed that it would reopen negotiations with OSEA in the event that the ONA settlement was higher than ours.

In early November 1977, the Executive Department came to agreement with ONA. ONA's members refused to ratify the agreement, however, because portions of the pay settlement were not as high as OSEA's. Later that same month agreement was reached and ratified. Shortly thereafter, the Executive Department renegotiated the agreement with OSEA, in accordance with the earlier agreement.

The funding of the OSEA agreement by the Emergency Board was held up for sometime, however, by a Legislative Fiscal staff recommendation opposing the renegotiated OSEA agreement. After the testimony of Wyatt and Demusiak, the E-Board approved the package.

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