

Grievance file

Toll collector wrongs righted

A lengthy, four-part grievance has been resolved in favor of several employes in the Highway Division as a result of a grievance filed on their behalf by OSEA Employee Representative Paula Chinn. Perhaps the most important resolution was a promise from C. O. Fredrickson, Region 2 engineer, that the division will

"obtain a heating / cooling type air conditioner and arrange to have better air ducted into the toll booth to relieve (the toll collectors) of the problems involved with odors and pollutants from the vehicles passing through the toll booth. I believe that this can be accomplished sometime during the next 90 days," Fredrickson

told Chinn in a July 7 letter. This is being done principally for the Astoria toll bridge workers. In addition, "Handy-wipes," or some similar disposable cleaning cloths, will be available for the workers whose hands are dirtied from all the money they handle during a working day. A second grievance was

resolved to allow the toll collectors to pick up their paychecks in the mail slots in the toll collector's office. As a result of a third grievance, maintenance men now will be cleaning the toll collectors' restroom and empty the garbage cans. However, for security reasons and because it's part of the job description,

toll collectors still will clean out the booth themselves. As a result of a fourth grievance, written procedures relative to safe working conditions will be prepared by July 31 and made available to each toll collector. In addition, Fredrickson agreed to make arrangements with the State Police, the district engineer and the toll collectors to insure their safety on the job.

Training must be available

SALEM -- One of the most dangerous waters psychiatric aides tread has to do with the dispensing of medicine to patients and residents. The institutions within the Mental Health Division have been particularly slow providing adequate training either to prepare the psych aides for the state Board of Nursing examination or to give them the confidence that they will not be harming the patients or jeopardizing their own position when they dispense the medicine.

When the aides at Oregon State Hospital were "required" to take the test by implied threats without adequate instruction on hospital time, they came to OSEA Employee Representative Ken Allen to file a grievance.

Allen outlined the problem in a letter to OSH's assistant director of Nursing Service Della Evans: "OSEA's position is that if management is going to force people to take the test, management must train them first. Passing medication carries with it a major responsibility. In fact it can be a life or death matter. The Board of Nursing test is not something either party likes, but now we must live with it. Living with it, for management, means accepting a responsible approach. The only responsible approach is to train employes to pass this test and give medications."

When management's response proved to be an inadequate resolution to the grievance, Allen appealed to OSH superintendent Dean Brooks. Brooks saw to it that the 14-hour medication review course was given on hospital time.



Work loads discussed

Susan De Sart, speaking, was one of 13 OSEA members at the North Salem Adult and Family Services branch office talking with OSEA employe reps Maria Steinhauer, back to camera, and Gordon Webb, extreme right, about overwhelming workloads in the agency. OSEA has a number of activities under way to find relief for this situation.

Nepotism rules do not apply to stepdaughters, OSEA shows

GRANTS PASS -- A stepdaughter is not a relative as defined by current rule or law involving nepotism. That point, which was dug out by OSEA Employee Representative Phil Deas and Legal Researcher Bromleigh Lamb, resulted in a seasonal employe at Rogue Valley Park south of her getting her job back.

Cheryl Dye called Deas June 2 to say that the Parks Department in the Highway Division wouldn't hire her back for her regular seasonal job because her stepfather would be her supervisor. Deas filed the grievance because he knew there was a legal basis to say that stepchildren were not included in definitions of nepotism.

Deas asked Lamb to research the subject. He found that "children" encompasses only natural or adopted children and does not include stepchildren.

Similarly, "family" in Executive Department rules refers to the employe's spouse, children, parents, grandparents, grandchildren, brothers and sisters. One legal principle says that if something is not specifically spoken to in a law, it is specifically excluded. And stepchildren are not spoken to in the state's nepotism rule.

At the time, the grievance was at the third step, the Oregon attorney general came out with an opinion that went right along with Deas' position. It said that a stepdaughter was not covered by existing regulations and, in view of the employe's reinstatement rights, she should be reinstated with full benefits. As a result of the grievance, Dye was reinstated with back pay to the date she originally should have been recalled in early June.

Supervisor refuses responsibility

KLAMATH FALLS -- A supervisor who refuses to take responsibility for some act when his hand is called by OSEA, certainly provides an opportunity for a successful resolution of a grievance. Such was the case at Oregon Institute of Technology here in a grievance coming out of the cafeteria.

Millie Craddock was given a letter of reprimand by a person who is not normally her supervisor.

She was in charge of two cafeteria lines. When she was told to leave the lines to get something, even though there were others less busy who could do it, she said no. When she received the reprimand, she contacted OSEA Employee Representative Phil Deas as the Medford Branch Office.

Deas was able to set up a meeting with Rod King who wrote the letter. However, when Deas showed up for the meeting, King didn't want to discuss the matter.

"I got tired of being treated so shabbily by King," said Deas, "so I wrote a letter to the president, Kenneth Light. I told him he had a man in a supervisory position who saw fit to take an action but who didn't want to take the responsibility for that action."

Since then, King has resigned and the letter of reprimand has been pulled from Craddock's personnel file.

Personnel center

SALEM -- The Executive Department Personnel Division has opened a Personnel Center at 775 Court Street NE here.

The attractive new quarters has ample space for test-taking and for job counseling. These activities previously had been housed in the Public Service Building.

Shift pay enforced

WOODBURN -- A group grievance has been resolved at MacLaren School here that enforces the shift differential clause of the state central agreement (Article 42) with back pay to July 1 for some employes at MacLaren School here.

According to an official in the personnel office of the Childrens Services Division, the meaning of Article 42 "Unfortunately..."

was not clearly delineated to MacLaren management and the compensation was not provided."

The contract says -- and this applies to ALL state employes -- that employes working a full eight-hour or irregular work week shift starting after 2 p.m. and before 2 a.m. receive a shift differential of 19 cents per hour for the period in question with this grievance. That has since

July 1 gone up to 21 cents per hour.

To complete the resolution of this grievance, MacLaren employes who are eligible for this premium pay now must see to it that they receive their due from management. OSEA Employee Representative Ken Allen announced the resolution of the grievance in a letter to MacLaren job representatives urging that the word get out to all eligible.

