

OSEA settles grievances for bridge workers

Fifty-four bridge tenders and toll collectors in Portland, Astoria and Coos Bay will divide a \$4,097.26 lump sum payment as a result of an agreement reached July 21 between OSEA and the Department of Transportation.

The agreement clarified language in Article 28 of the OSEA-DOT agency contract. The settlement was par-

ticularly important to the toll collectors and bridge tenders who were facing shift rotation only every 13 weeks instead of the monthly changes that had been the case in the past.

Section 4 of Article 28 which describes the workday is clarified by this agreement to exclude bumper, jump or relief personnel or when there is a change of schedule.

Section 7 which says that there will be 60 hours off between work weeks and Section 9(a) which calls for 40 hours of work within a 108-hour period in the case of irregular schedules have been clarified to exclude the 13 times a year when shifts are rotated.

The settlement came after three meetings of representatives of OSEA, DOT and the

Executive Department. OSEA employee representatives Paula Chinn and Roger Yockey were the co-spokesmen at the table and Tom Gallagher, assistant to the executive director, assisted.

"I was pleased with the support of the OSEA members on the draw bridges and the toll bridges," said Chinn. "Without their support, and involvement,

we couldn't have gotten this resolution."

The whole business started with a 46-person group grievance in the latter part of April when some employees were denied overtime. The agreement clarifies the problems that led to the denial of the overtime and, important to the bridge crews, preserves their old schedules.

As part of the agreement, DOT said it will pay the lump sum payment, which goes from a high of \$329 for one individual to a low of \$5.33 for another, within 30 days.

"This was definitely a 'win'," said Yockey, because in addition to the back pay and the old schedules "DOT had to sit down with OSEA and negotiate as equals and clarify contract provisions which had been in question."

Coquille officer wins arbitration

COQUILLE -- OSEA has succeeded in having a 3-day suspension of a Coquille police officer overturned by a decision of an arbitrator.

David Pettengill was suspended by the chief for having missed a court date. However, OSEA Employee Representative Maria Steinhauer, an attorney, argued that in doing so the city violated

the progressive discipline clause (Article 14) in the collective bargaining agreement.

The city's entire case was that the suspension was not too severe and that it was supported by city policy.

Steinhauer said that the collective bargaining agreement supercedes city policy and that Pettengill's rights under it were violated.

Arbitrator Gwenn Danielson ruled that:

- The chief failed to conduct an investigation;
- The city waited 25 days before it took any action against Pettengill suggesting that the matter wasn't important enough to them to warrant immediate action;
- The chief didn't consider the extenuating circumstances

of severe weather the night before;

- Even city policy in the area hadn't been consistently enforced;
- Pettengill was notified of his suspension on the steps of city hall in a casual conversation which violated his right to privacy and his right to have an Association representative present, and
- The city skipped steps in the progressive discipline procedure.

It was noted in the decision that this was the first time in seven years on the force that Pettengill had missed a court date.

As a part of the ruling, Pettengill had lost wages and benefits restored and the suspension letter removed from his personnel file.

In a matter unrelated to the facts of the case, Steinhauer believes that this is the first time in Oregon that labor's representative, management's representative and the arbitrator were all women.

Women jailors organize

SALEM -- The question of equal benefits has sparked the formation of an organization for women in law enforcement.

As a result, in part, of issues of equality arising out of working conditions at Oregon State Correctional Institution, an Oregon chapter of the National Association of Women in Criminal Justice is being organized.

An organizational meeting was held this month and was attended by about 20 men and women. The acting chairman of the group is Jan Derr, a guard at OSCI and a member of OSEA's Premier Chapt. 87.

In the course of trying to bring women into traditionally male positions, such as guard, the Corrections Division has kept women from performing some jobs, such as skin searches, for reasons of inmate privacy. Women don't like the arrangement because they fear it will jeopardize their chances for promotion because they have not had the opportunity to perform all the duties that go with the classification of correctional officer. Men, likewise, don't like being left with all the dangerous and unpleasant tasks.

The group is calling for unity

among policewomen, women sheriff's deputies, women prison guards and women group life supervisors. Job discrimination, self-identity, equal pay and retirement benefits are the areas the group is planning to examine.

The next organizational meeting tentatively is scheduled for Oct. 25 at Chemeketa Community College.

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