4-10s working well in Dallas CSD, AFS

DALLAS -- About the time flextime was first in the news, employes in the Adult and Family Services branch office here thought they wanted to modify their work schedule. They succeeded, reports OSEA Employe Representative June Wissmath, because they had good local leadership and because the full office supported it. And they brought the neighboring Children Services Division office along on their coattails.

What the employes wanted was to work four 10-hour days. That they now do, though those who wanted to continue working five eight-hour days have continued on that schedule.

It all started with a grievance handled by then-Job Representative Linda Shepherdson and Della Wilkie and then taken over and organized by Vicki Smith, the current OSEA job representative in the office.

The people in the AFS office are working hand-in-hand and cooperating with one another to make sure the adjusted work schedule, which is in the midst of a six-month trial period, works well, says Wissmath. Clerical employes have caught up with their files, there is more work being done and less of a backlog. While there is no "protected time," employes who work 10-hour days have either a half-hour or an hour before the office opens and an hour in the evening, when there are no clients, to catch up on their paperwork.

The office workers are "super happy," says Wissmath, it's quieter and the four-day workers have divided themselves fairly evenly between those who have taken Monday off and those who have Friday off.

Planning, organization, leadership and broad support are the ingredients which brought about this adjusted work schedule. And, interesting to note, these four-10s are in a small Polk County community, belying the usual management contention adjusted work schedules are only for the big cities with traffic problems.

Tax limitation coming

OSEA Executive Director Morton Shapiro talks to Chapter 19 members about the significance of the Whittenburg amendment shortly after it has qualified for the Nov. 7 Oregon ballot. After that, Secretary-Treasurer Fred Tolleson swore in president Rose Wickham, vice president Shirley Lowman, secretary Ken Jones, treasurer Debbie Windover and delegates Craig Smith and Jim Dyer.

Grievance runaround unnecessary

KLAMATH FALLS -- A grievance which could have been resolved informally at Oregon Institute of Technology here became a big issue because of the runaround that OSEA Employe Representative Phil Deas was treated to by some OIT supervisors.

Carl Petty, a truck driver, had some derogatory remarks on his performance appraisal, a performance appraisal which was not covered by a current work plan. This normally is an easily resolved grievance. When Deas informally took the grievance to department head Roger Cardinal he said he would remove the derogatory remarks. However, when Deas went back later in the day to get Cardinal's signature on a memorandum of agreement, Cardinal had changed his position and said he wanted Deas to speak to his boss. The supervisor threw the contract back at Deas and, angily, told Cardinal to take the paragraph out.

In another agency, Adult and Family Services, Deas has had to go back for the third time grieving workloads in the branch office here. An additional six individual grievances have been filled by OSEA members in the branch office recently.

Also in AFS, a performance appraisal for Frankie Dunlap, a Central Point AFS worker, was raised from 3 to 2.

These are seven of the 22 active grievances coming out of OSEA's Medford branch office.

Dear Mr. President:

"FINE PRINT" IN TODAY'S HEALTH INSURANCE: Rx FOR BANKRUPTCY

Almost everyone has had experience with the 'fine print' in insurance policies. 'Fine print' means that losses suffered very often aren't covered. Many a family has been wiped out because of 'fine print.'

In health insurance (if a person is lucky enough to be working and have coverage—40 million Americans have no protection at all), the 'fine print' is usually called a 'deductible' or 'co-insurance.'

These words are gobbledygook. In plain English, they mean a person isn't completely covered for a variety of things that can happen. They mean the patient must pay, out of his or her own pocket, some if not all the bill run up with an eye doctor, at the drug counter, in the doctor's office, in the dentist's chair.

Here's how these gimmicks can hurt you. Say a person has a chronic condition that requires constant medication. The bill for drugs comes to $100. The bill is sent to the insurance company. The first thing the company does is subtract $25 (that's the 'deductible'). Then, the company pays only 80 percent of the balance (that's the 'co-insurance').

In this case, a person would receive $60 from the insurance company. The other $40 is paid out of the patient's pocket.

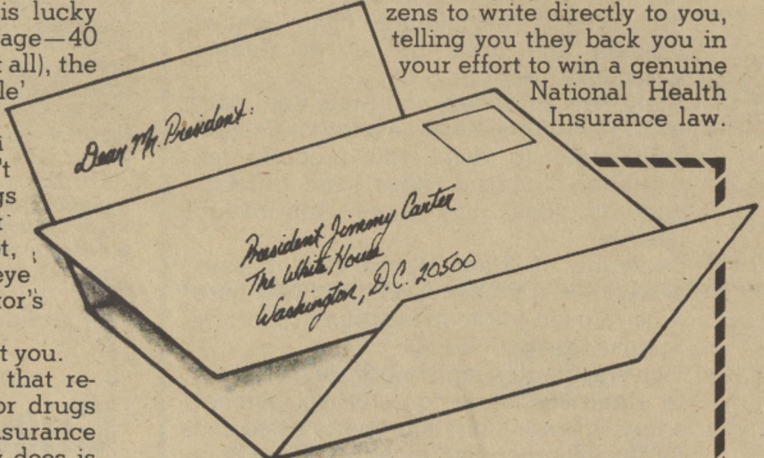
If you add all these gimmicks up for the whole country, it turns out we're now paying $39 billion a year out of pocket—one-third of all health care bills for the United States. (And remember, that $39 billion doesn't include the premiums we now pay for Blue Cross or to a private insurance company.) The $39 billion is 'extra'. And the 'extras' can ruin a family, wipe out a lifetime of savings, force a person into bankruptcy.

The $39 billion in 'extras' we're now paying, Mr. President, is almost the same amount as all the corporations in the United States paid in 1976 in taxes to the Federal government. Yes, all corporations—Exxon, General Motors, General Electric, Mobil, IBM, Ford—and tens of thousands more.

These shocking figures, Mr. President, point up again the fraudulent and costly nature of the present health care system.

When you pledged to change the system, you learned very quickly the American people were behind you. Every reputable poll shows about two-thirds of all Americans support your position for national health insurance.

That's why we are urging our fellow citizens to write directly to you, telling you they back you in your effort to win a genuine National Health Insurance law.



As an American, concerned about the state of your health and your family's health, as well as your pocketbook, write to President Carter today. Urge him to propose National Health Insurance to protect your family—all American families—against the hazards of illness and bankruptcy.

COMMITTEE FOR NATIONAL HEALTH INSURANCE
821 15th Street, N.W.,
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