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## THE PRESIDENT'S MESSAGE

I feel that we accomplished a great deal at our last General Council meeting, held in Salem last February 12th and 13th, and that the Association has now started to function as a unit.

The organization of any association requires a great deal of time and effort by its members and I cannot praise too highly my predecessor, W. W. Stiffler, also I. A. DeFrance, our Secretary-Treasurer, and all other officers and members for their work. Once an organization gets under way it is much easier to carry on. I feel sure that our present officers will do their part.

The first objective of the Association is to have a State-wide merit system of Civil Service Law enacted by the State Legislature, which will convene January, 1945. Such a law will be beneficial both to the State and to the employees.

Our second objective is to perfect a strong organization of State Employees and we should bend every effort to the end that all State Departments will be represented 100 per cent. This can best be done by every member appointing himself a committee of one to sign up at least one new member. I am sure we can do this if we put our shoulder to the wheel.

In trying to achieve these objectives at this time, we are working under severe handicaps, but they are not insurmountable. The shortage of gasoline is a factor in keeping some of our members from attending meetings. The fact that we are at present engaged in a war for our very existence is another. Interesting meetings with outside speakers and other entertainment will help to keep up attendance.

I take this opportunity to ask all our members to work to increase the membership either by having various departments, not at present represented, form new chapters or associate themselves in chapters already formed. A large membership is vital to the success of our organization.

A. J. FORD, President

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## OUR FIRST ISSUE

This is the first issue of "The Oregon State Employee," the official publication of the Oregon State Employees Association. Bulletins have been issued before but the increasing membership justifies the new venture. The Oregon State Employees Association, with the motto "Welfare of State and Employees," feels it is devoted to a high and honorable purpose. To sponsor and promote the merit system in State government, and those things which will build an improved and more efficient

State government and a more capable and responsible State service, is our aim. It is our conviction that great benefit will accrue to the State, both in improved service and actual reduced cost of government.

Public employees should be good citizens and honorable men and women. They should sense a responsibility for the maintenance of the merit principle in government and the need of intelligent application of modern methods to government administration. They