

## The State Employees' Association

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After previous experience by "trial and error" state employes have formed an independent association of their own and engaged an executive secretary. The organization is composed of persons who are in state employ. Membership is voluntary and dues are kept at a level merely to cover the expenses of the organization.

This independent organization follows efforts to organize state workers into a union affiliated with the AFofL. Failure to attract a sufficient number of members with such an affiliation led to the setting up of the independent body.

Civil servants of the state are interested in security of tenure (civil service) and some system of retirement annuities. They are concerned too about their own compensation and the working conditions in various state departments.

While state employment in Oregon

has been kept on rather a high level, with few discharges for strictly political reasons, conditions of employment are by no means uniform. The budget office has endeavored with some success to establishment classifications and salary scales; but more work needs to be done. Oregon is getting to a point too, when personnel except in the higher policy-determining positions should be engaged on the basis of competence. This should not be done until the war is over, but ought to come then.

State employes have as much right to form an association of their own as employes in private industry. As servants of the state however, they have a special responsibility in avoiding the use of the strike weapon, and we are confident that Oregon employes realize that. At the same time the state should treat it employes fairly, both as to pay, security of tenure and retirement allowances.

—Permission *Oregon Statesman*.

## Collective Bargaining

A. M. Rawn, Chief Engineer, Los Angeles County Sanitation District, Los Angeles, Calif., at the meeting of the American Water Works association held at Milwaukie June 13-16, 1944, reported on "Developments on employee organization in Professional fields." His paper was reviewed in *Engineering News Record* of June 22, 1944, as follows:

"Collective bargaining as manifested by labor union activity is one of the most potent forces in this nation today said A. M. Rawn, who predicted that the privileges of collective bargaining would be extended to all employes in some form or other. The future must be viewed by the profes-

sional employee in a practical manner, and he urged that engineers and others who are engaged in public service enterprises become familiar and be prepared to assume for themselves all of the rights and privileges which the law extends to employees.

"To fully protect himself \* \* \* the professional man must \* \* \* be prepared to organize and bargain collectively in his own behalf. Whether they like it or not, concluded Mr. Rawn, these are the things with which professional engineers are confronted. Therefore, he recommended that they keep alert to the situation and be fully informed of the rights and privileges accorded to both employer and employee."