

The President's Message

I appreciate deeply the honor and the responsibility attached to the office of President of the Oregon State Employees Association. I appreciate also the confidence of the men who elected me to that office. I particularly appreciate this confidence because of the high regard in which I hold employees of the State of Oregon as a group. In my associations with State employees, I have found them to be whole-hearted and sincere, honest and unselfish. The State of Oregon can well be proud of the high type of men and women in the public service.

I like to believe that most State employees are that old-fashioned, that they have a certain patriotic regard for their State and that they feel that they owe some allegiance and devotion to it as an employer. In State service, the dividing line between employer and employee, between officer and worker, is indistinct. In a way all State employees are officials, and as such, their position in an employee organization is definitely different than that of employees in industry. In industry, the dividing line between employer and employee is distinct. The employer is spurred on by the profit motive, and the employees feel they must organize to counter-act possible selfishness or greed. In the State service, however, there is no profit motive. State officials are limited in their actions, likewise State employees are limited in their activities.

The State Employees Association then is composed of individuals working under circumstances peculiar to public employees, and as an organization, is concerned with problems peculiar to public employees. Every State employee should become a member to make more effective and representative, the efforts to improve the State ser-



vice and the working conditions of State employees.

I feel that much has been accomplished, that the Council Meeting was a success, and that the delegates can all return to their chapters with an encouraging report. However, all agree that only a start has been made, that much remains to be done, and that hard work is the price of continued progress.

Our program, in addition to that of membership, is one of informing ourselves and the public concerning the true circumstances of State service and of study and analysis of those improvements which have been proposed. We have confidence that with the facts concerning any weakness, inequities or abuse in the State service brought to their attention, the State officials and the Legislature will make a conscientious effort to adopt such improvements as will, in their best judgment, contribute to the welfare of both the State and its employees.