

Why Should I Join the OSEA?

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That is a fair question, and one which all OSEA members should be able to answer.

The Association was formed two years ago by a few hundred state employees who believed that only through organization could state employees keep abreast of modern developments in a modern world in which practically all types of endeavor are represented by organizations. Labor, farmers, industrialists, doctors, lawyers, crafts, men and women in all trades and professions have found that to keep from being submerged in the complexities of modern living, it is necessary that their efforts be united towards common objectives. This is not necessarily a selfish trend. In most instances, organizations are inspired by self preservation for the individual, with the organization acting to represent the interests of that individual.

Our Association is an independent organization. Its obligations are honest and those of common decency. It is responsible for its actions only to its members and the public. The objectives of the Association are high, its principles are idealistic, its methods are clean and above board, and its efforts so far have reflected credit upon its members and attained a positive contribution to good state government.

Few employees will question the excellence of the Retirement and Civil Service acts passed by the last legislative assembly. Few hourly employees will deny that the sick leave privileges they now have are desirable. All of these things contribute towards the welfare of state employees, and no one honestly can call them selfish or greedy attainments, or deny that they benefit employees and public welfare alike.

But these things did not come by chance or luck. All members of the Oregon State Employees Association contributed a share in gaining these objectives. They have paid their dues and given their time freely that they, along with other state employees, might benefit. This magazine that you are reading is published by the pooled resources of the members and edited by the combined efforts of many state employees, all of whom serve without pay.

Some employees may ask, "Why should I join now, everything has been accomplished." That is far from the truth. It is necessary that the OSEA exert its influence to protect the gains that have been made. It is hardly necessary to remind any one now that constant vigilance is the price that has to be paid to retain worthwhile things.

There is no doubt that the Retirement Act and the Civil Service Act are worth while, and that they will very definitely open new vistas in the lives of all state employees. It is one purpose of the OSEA to protect the good features of these acts and to secure amendments to those features which time may prove inadequate. It has been amply demonstrated in other branches of government that both civil service and retirement acts require constant policing to enable them to continue to function in the same high character as the authors originally intended. Civil service authorities caution us that the passing of the law is only the beginning. The administration is of vital importance. Under the administration, wage schedules and position classifications must be set up. Rules and policies must be adopted. Vacation, Sick Leave, Promotions, Lay-offs and other procedure must be established.

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OSEA PICNIC, AT DALLAS.