

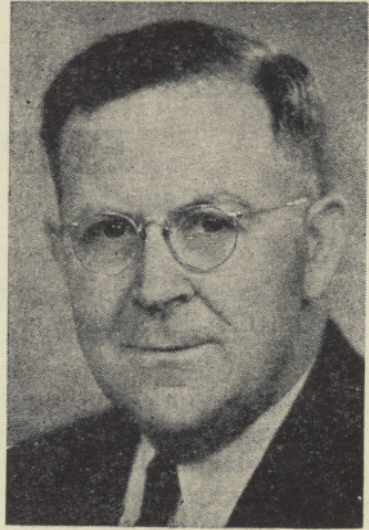
The President's Message

We are fast approaching that most important event of the year in the affairs of the Oregon State Employees Association, the annual council meeting. At this meeting the progress of the past year is approved, the program for the year to come is mapped out and defined, old officers are replaced by new and a new page in the history of our Association is begun.

As we look back upon the past year we can, I believe, all be proud of the progress made. In a short space of time our Association has become truly representative of the employees of the various departments of state service. Our policies and objectives have been kept on a high plane. We have proposed nothing that the most critical public official could not heartily endorse.

Our case before the legislature was presented in a reasonable and dignified manner. The favorable consideration of employee legislators was, I believe, recognition of the truth of our belief that the welfare of the state and the welfare of state employees are inseparably linked together. Like the football player who is proud to belong to the first team, so the honest state employee is proud to belong to an outstanding state service. Also he wants to keep it outstanding, competent, efficient and courteous and he believes that the present civil service and retirement legislation will assist to do this and in time will tend to improve the present high standard of service.

Many things of serious concern to state employees will take place during the next year. The retirement system will go into effect, to the extent that deductions from employee pay checks will start. The civil service director will be selected. The classification plan



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will, after a series of hearings, be adopted. Rules and regulations will be proposed and after hearings will be adopted. A pay plan will be proposed and after a series of hearings it may be adopted. Elections will be held and a new legislature will convene in Salem January of next year.

We should anticipate the problems that will arise. Delegates should come to the council prepared to discuss employee interests and welfare. Either directly or through his chapter delegate the ideas of each and every member may be presented and heard. Those who are not satisfied with the conduct of the affairs of the Association should at this time present their ideas for council consideration. A program and the policies to be followed throughout the year are to be adopted and officers and committees should be selected who will assume the responsibility of putting that program and those policies into affect.