

You and Your Job in 1946

By FORREST V. STEWART, Executive Secretary

The year 1946 will be an extraordinary year indeed, for every employee of the State of Oregon. This year by virtue of the Public Employees Retirement Act state employees will begin to participate in a program to provide financial security for the later years of life. For the great majority it will be the beginning of a future free from the worry of what will happen when they are no longer able to earn a living, freedom to gracefully and proudly enjoy those twilight years. For others it will begin a period of systematic saving which in itself is of unestimable value.

In the year 1946 the State Civil Service Act will influence the work-a-day life of practically every state employee. It will begin a future where petty jealousy, religious intolerance and political difference no longer need burden the employee. It will mark the beginning of a future when advancement and professional growth will depend upon the interest and ability of the employee to do his job.

The year 1946 will usher in an insurance program for state employees and their families; a program which will materially affect the lives of each member on or off the job. A program which none can afford to ignore.

The year 1946 will see the development of a new wage structure for state employees. Whether the trend is up or down will depend a great deal upon the interest of the employees themselves. If state employees are willing to cooperate and work as a unit with the designated state agencies toward a sound, equitable and intelligent pay plan, then they may expect to be benefitted by a revision of the wage structure, other-wise benefits may be few.

The year 1946 will see groups laying plans to undermine the effectiveness of the State Employees Association and

to annual the gains already attained. The effectiveness of these undermining influences will be determined by the strength of the Employee Association which oppose them. You individually as a state employee can help to supply that strength.

The year 1946 will be a critical year for each and every state employee whether he or she expects to remain in state employment one year or thirty years.

The Oregon State Employees Association is the only organization dedicated wholly to the interests and protection of state employees. It deserves your support.

The democratic method of operation of the Oregon State Employees Association coupled with its reasonable requests, not unreasonable demands, in behalf of state employees has made O.S.E.A. a respected organization and has made it unnecessary to jeopardize the rights of state employees by resorting to drastic means to accomplish those things it has sought to accomplish.

The year 1946 will find many chapters asking members to pay their dues a year in advance in an effort to reduce the work of secretaries and treasurers and other officers. This is not an unreasonable request when the member realizes that the chapter officers as well as the state officers serve without pay. The officers donate their evenings, holidays, week-ends and vacation time to carry on the business of the Association and pay dues like other members besides.

It would seem as if those employees who have not as yet had the opportunity to serve in the capacity of a chapter or state officer in the Association should pledge themselves to the secur-

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