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 tion. I quote from Mr. Stewart's report: "The CSEA is housed in one of the state office buildings on the Capitol grounds. The state charges them rent at the rate of \$140 per month.

"The CSEA staff consists of a Manager, Assistant Manager, Attorney, a Research Consultant and about five office girls. The association has approximately 22,000 members in 82 chapters.

"With the staff they now have they are able to give good field service to chapters and keep in close personal contact with the members. The overall organization within the association is more complete than OSEA but it must be kept in mind that they have been functioning since 1931, a period of 15 years.

"The accomplishments of CSEA have been many and they also have rendered many fine contributions to the state service. The CSEA is well known to all public agencies in California and enjoys the respect of all branches of state government. It was pleasing to note the high caliber of the CSEA staff and officers.

"In comparing the Oregon State Employees Association with the CSEA it can truthfully be said that the OSEA can well be proud of their accomplishments to date and the contributions it has made to the welfare of both the

State of Oregon and to the state employees."

Tuesday evening the conference delegates attended a dinner dance. I did not attend but visited a fraternal meeting and incidentally got caught in the rain with a straw hat and no rain coat.

The Wednesday morning breakfast round table discussion I sat in on concerned "Operating problems of the new Civil Service Agency." It was pointed out that employees reacted unfavorably to excessive paper work and to super technical classification and allocation procedures. It was recommended that employees be carefully and thoroughly advised relative to classification, the need for and its use, how made, its effects, etc.; also that forms required be reduced to the absolute minimum and that all forms be carefully explained both as to their need and use.

After the breakfast session Wednesday morning there was a general conference session on Pay problems. It was pointed out (1) that few firms or agencies control their wages but conform to a pattern set by one or two others, (2) that gathering pay data is difficult when job titles mean different things in different places, (3) that pay data must compare same kinds of jobs, (4) that objective is to pay wages

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