

# Why the Association Deserves Your Support

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The Oregon State Employees Association was formed on May 16, 1943 from a nucleus of five locals of the American Federation of State, County and Municipal Employees. These five locals were contributing over \$300 per month to their parent union on the promise of receiving strong support for a state civil service act and other benefits in 1943. When it developed that the promised support was not forthcoming and the 1943 legislative assembly adjourned with little accomplished to further civil service, these five locals dissolved their membership and joined together in the self-governing, democratic body we have today.

The OSEA is closely patterned after the enterprising and successful California Employees Association and is destined to become as truly representative of all state employees as is the California organization.

## **Civic and Employee Welfare**

The aims of the OSEA are summed up in the expression "to promote the welfare of state employees in any and all ways which are compatible with the best interests of the state." This involves not only a specific program for concerted action, but also carries the directive to promote a sense of civic responsibility among its members.

## **Threats to Our Organization**

As is true in any large organization composed of intelligent and free-thinking individuals, there are differences of opinion among our members concerning details relating to our actions, methods and internal affairs. This is a healthy condition, showing our interest in the Association. Differences of opinion and open discussion are the bases from which spring good judgment and real progress. We would be a "dodo" association indeed if no one raised his voice in protest or offered constructive criticism from time to time!

Rumors of discontent have come to our attention recently, so I have done a little research into the archives of the OSEA to resurrect a family skeleton or two, to place the cards on the table and to take stock of our organization.

Each member has a right to know what actions are taken by our officers and to express his personal opinion regarding them. However, there is a right and a wrong way to do most everything. We are bound by our Constitution (a) to be non-political as an Association, (b) to take no action incompatible with the objectives of the Association, (c) not to publish recommendations or actions relating to civil service, retirement, pay schedules and conditions of employment unless first approved by the General Council or the Board of Directors. Likewise, it seems to me, our grievances can best be presented by members through their local chapters; by the chapters to the District Directors; and to the Board of Directors, officers or Executive Secretary by members, chapters or District Directors. Discussion of our affairs between members and between chapters should be encouraged. Expression of ideas is commendable. Let us see to it that criticism is *constructive* and that discussion promotes good will, enthusiasm and good ideas. Seeds of discord will be plentifully sown amongst us by outside interests bent on our destruction! We will need our strength to fight these inroads from without. We will be wise to strive for unity within our ranks.

## **Our Specific Programs**

The OSEA has consistently striven for an improved state service. I have personally scanned the resolutions passed by the Chapters since 1943 (not just those passed by the General Council) and find them to be touching almost entirely on the following subjects: Civil Service Act; Retirement Act; recognition of individual merit, experi-

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