

Sign Up a New Member

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When you sign up a new member you do him or her, as well as yourself a favor. By joining the Oregon State Employees Association a person has an opportunity to participate in the affairs of the association, to help determine its policies, its objectives to be attained, the means of attaining them, etc. There should be no question in anyone's mind about the necessity of organization. Whether we like it or not, it is a necessity. If you wish to question this, you need only to look about you at any other type of employment, business or profession and you find all of these groups well organized.

Our Aims

Frankly, the O.S.E.A. is striving to improve conditions for state employees. They have not, however, approached this problem with the attitude that the improvement should be made at the expense of the public welfare, but rather to the advantage of the public. It takes only elementary "horse sense" to realize that no one can expect first rate governmental service, if that service is tied to a third rate wage structure and poor working conditions.

Some Accomplishments

Now, someone may ask, what has the O.S.E.A. to do with all of this? Let us go back about two years. If you happened to be a laborer then you were getting 71c an hour; or, if you were a file clerk, you were getting about \$100 a month. Some of you got sick leave and vacation with pay, some did not. There was a distinct lack of uniformity in personnel policies and practices. It is to the everlasting credit of the O.S.E.A. and the 1945 legislative assembly, that they realized his chaotic condition could be corrected only by a complete overhaul—piecemeal measures would not suffice. As a result our

Civil Service Law was passed, which has already corrected many inequities. At the same session our Retirement Plan became law. During the last summer the O.S.E.A. requested and received an overall wage increase for state employees varying from \$10.00 to \$25.00 per month; and also asked for and received a \$3.00 per diem expense allowance for traveling crews of the Highway Department. The civil service pay plan, through the efforts of the O.S.E.A. has been made effective March 1st instead of July 1st, bringing increases in pay to about 3700 employees.

There Are Scoffers

These accomplishments, and a lot more which could be mentioned, are stated here not for the purpose of bragging, but as plain statements of fact. There are those who have scoffed at and ridiculed our efforts. By repetition of subversive statements, they have sought to establish the thought that the O.S.E.A. is a "do nothing" organization—that we are an "employer controlled" group, and that we are headed for the ash can. To that we can only say "nuts!"

It is natural for a successful, growing organization to have enemies who will seek to destroy it. No new and vital influence ever came into being without arousing the enmity of those who feel that their prerogatives are being infringed upon.

Necessity to Grow

It is to the interest of all state employees to strengthen the influence of the O.S.E.A. During this last legislative session our legal council has been asked frankly by some members of the legislature, just how many employees we represent. It has been somewhat embarrassing to admit that our membership is only slightly over 3000, less than one-half of the total number of state employees. Those who are making a career of state service have a great