

# Why Join with 3,500 Employees?

## Just Tackle This O.S.E.A. Program All By Yourself — and Find the Answer

Organized independently four years ago and operating in the interests of all state employees, the O.S.E.A. has an imposing record of achievements and a still more imposing program for united action of its 31 chapters. With a membership that has passed the 3,500 mark and chapters throughout the state, the program drawn up by the representative board of directors is a real challenge to every state employee—whether or not he or she is a member of the O.S.E.A.

If you don't believe there's a job ahead, just try out this recent list of aims some dull day—and then see if you won't be screaming for help from some 3,499 other members facing the same conditions and problems. Here is the program:

- (1) Parity pay with nearby states and private industry.
- (2) Fair administration of State Civil Service system.
- (3) Maintenance and development of retirement system.
- (4) Protection of individual rights of employees.
- (5) Increased period for vacation time.
- (6) Readjustment of pay ranges in certain classifications.
- (7) Correction of job allocations in individual cases.
- (8) An in-service training program.
- (9) A sound tax structure for the state.

Possibly you aren't interested in the future. Then let's glance at the past. In four short years since the O.S.E.A. was organized from the discouraged members of five union groups who had been getting almost nothing from their high fees and dues, here are some definite achievements in which the as-

sociation had a leading or active share (incidentally what was your part in these gains—did you do anything or did you just benefit?):

- (1) Enactment of State Civil Service and Employees' Retirement plan.
- (2) In 1945 a \$20 a month pay raise for 1,500 state workers.
- (3) In 1946 a \$10 a month general salary increase.
- (4) In 1947 new civil service pay schedule advanced four months.
- (5) Cumulative 90-day sick leave for classified employee.
- (6) Uniform vacation and holiday privileges.
- (7) Establishment of 5-day 40-hour work week principle.
- (8) Institution employees' week reduced from 60 to 48 hours.
- (9) Sick leave for 1,100 hourly workers.
- (10) Expense allowances for 500 state employees formerly barred.
- (11) Fighting for all employees' rights—in legislature and from day to day.

If you just aren't interested in one or a dozen of these items, maybe you're in the wrong place. But if you are, now is the time to put your shoulder to the wheel—along with a few thousand more—and work for better conditions that will mean higher morale for every employe and a better state for everyone. Where can you find an investment with higher returns—both for your dollars and your efforts.

The one sensible thing to do with a disappointment is to put it out of your mind and think of something cheerful.

—Mark Twain.