

OSEA Faces Many Problems; Council to Outline Action

Comes now the time of year when the Chapters go into high gear for their fall and winter activities. This season is particularly active for O.S.E.A. members, and there should be much ado about matters of interest to the membership.

District directors are to be elected at the earliest possible date—deadline October 15. Chapter delegates to the general council are to be elected by October 15. One delegate is allowed per 100 active members or major fraction thereof. General council meeting to be held at Salem November 22 and 23.

General Council Topics

Each Chapter is to instruct its delegates as to the subjects it wishes discussed by the general council and what attitude to take regarding them.

The Chapters will arm their delegates with written and certified resolutions expressing their attitudes and wishes for general action. A good many are expected. There should be some right healthy discussions at the council meeting. Any and all members are invited, are welcome, and should attend if possible.

Some pertinent subjects which might be considered by the Chapters include, but are not necessarily limited to, the following: uniform chapter dues, semi-annual or annual payment of dues, group life insurance matters, Association finances, legal counsel expense, hospital and medical expense coverage, civil service topics, retirement topics, discussion of ethics of conduct, crystallization of policies of action, and general constructive criticisms.

Recent Activities and Problems

During the past year, the O.S.E.A. board of directors and the executive secretary have had to consider and decide several important matters. They have acted to the best of their ability and judgment to carry out the instruc-

tions of the last general council, and to conform with the broad aims of the Association.

The first half of the year was largely taken up with legislative matters and the developments arising from the legislative assembly. More recently, the activities have concerned group life insurance and its many effects on the affairs of the Association. This matter of insurance will involve office space expansion, purchasing filing cabinets, employment of additional help, etc. As usual, we can't get something for nothing and must invest some money to assure future returns. Our executive secretary has put in probably two months extra time in night work and traveling, above his regular time, all in the interests of the members.

The administration of the Retirement Act has, in general, been efficient and business like. The Act has its weaknesses which we should strive to remedy, but little complaint has been received of its administration. There appears to be a movement on foot to do away with the retirement system in its entirety. Staunch supporters will be necessary, to speak out for it in the future.

Policies Fluctuate

The administration of the Civil Service Act and the NON-CONFORMANCE with its intent on the part of some of the state departments has been of considerable concern to us this year. It has been over two years since its passage, and it seems that ample time has elapsed to be getting smoothly underway. Such is not the case! Rules, policies, interpretations and actions by the Civil Service Commission seem to fluctuate constantly. A strong commission is necessary to insure a strong administration. A positive administration is necessary if the Act is to become a force for good in personnel matters. This Association is on public record