

It is exceedingly important for the Association to have a strong membership if we are to secure favorable action by the Legislature on employees' problems. It is assumed that we represent a majority of regular full-time employees. Low wages have caused numerous resignations from State service among our members. Therefore, I urge all of you to put forth every effort in securing new

members for the Association. If this message reaches a State employee who is not a member, I wish to extend a personal invitation to join NOW. Remember, it was through our efforts that you received the "COST OF LIVING SALARY INCREASE."

L. R. WHITE, President,
Oregon State Employees Association.

Five-Year Gains Show Value of United OSEA Efforts for Workers

By Virgil G. O'Neil

All organizations created with high objectives become harassed with recurring questions of policy. The Oregon State Employees Association is no exception. Succinctly expressed, the OSEA is an independent association organized by State employees in the interests of efficient government and the welfare of State and employees. Since its inception in 1943, this policy has been consistently maintained.

State Welfare Augmented

That such a policy, jealously adhered to, is wise is attested by the results obtained to date. The Retirement Act and Civil Service Act are providing the tools by which governmental efficiency is now being increased. Under the Retirement Act, administrators are finding it necessary to take stock of the caliber of their personnel and to plan wisely for the training of their employees and for the selection of public service men and women to carry on and to expand the State's services. The Act says in effect "there are none who are indispensable and public careers for well-trained people are to be made desirable as a State policy."

The Civil Service Act ties in with the Retirement Act to provide a fair

and impartial means by which personnel will be available as needed. As the public administrators explore the full value to the State of a proper use of these two measures, they come more and more to realize that the OSEA'S sponsorship thereof was done in the composite wisdom of State employees who valued the services rendered the public and realized the need of better service to the public. In this respect, the OSEA has discharged its duty to the State's welfare. It now stands as the guardian of its achievements.

Employees Welfare Advanced

The welfare of employees has been advanced in many ways by OSEA activities. Redress of personal injustices is a constant routine of our executive staff. Representation of ALL employees is always present at the proper levels and at the proper time. Recognition of the employee as an individual worthy of consideration has been publicly obtained. Our association is the ONLY independent means whereby employees can express their attitudes toward governmental functions that affect them.

It is not accidental that work hours have been brought nearer in line with other States. It didn't "just happen"