

that pay scales have been brought nearer to parity with those of other States. OSEA policy and employee support has brought these desirable things nearer to fruition. In five short years the OSEA has done more for the welfare of the State and its employees than any individual or small group could accomplish in a life time. A good policy, based on merit and justice, wisely supported and advanced will always pay-off!

#### Value of Policy Recognized

The emotions of people, in general, run in similar channels. We all experience moments of selfishness, greed, discontent and indolence. Likewise, none are without their experience of altruism, generosity, happiness and initiative. The policy of the OSEA will appeal most strongly to those with an altruistic attitude. Its growth and strength lie in the wisdom and integrity of its members. It is highly commendable that this organization remains a strong force in State affairs. It is composed of forty self-governing chapters, many of which comprise members from several departments with varying problems. Some chapters are composed entirely of employees from one department where there are different kinds of work performed by various kinds of labor, each with a divergent view on remedial measures necessary to correct injustices. It must be apparent that united efforts under such conditions must spring from a common belief in the policy of working together for the good of the State as a whole and for the welfare of ALL employees!

It is an honor and a privilege to belong to an organization such as the Oregon State Employees Association. Insofar as it maintains its past and present policy of presenting all matters on the basis of merit and justice, supported with facts—in just that measure will it continue to engender respect from those with whom it deals.

If our efforts are rebuffed, and progress in reaching our full objectives seems slow, is that reason to judge our

policy as being in error? Are not such impediments merely tests of our mettle? Can it be shown that impatience strengthens a just cause or that taking an immediate advantage is assurance of permanent progress?

#### Policy Goals Restated

The work of this Association will not be finished nor will its policy be fulfilled until the following conditions prevail in this State:

1. Every administrator and every supervisor realizes and practices the precept that every employee is entitled to just and fair consideration and treatment as an individual, as a public servant and as a citizen.

2. Every employee, including each administrator and supervisor, appreciates his duty to the State and its people and discharges that duty to the best of his ability.

3. Every public servant enjoys working conditions and compensation commensurate with his duties and on a parity with the general practice of other states and private industry.

Since nothing is settled until it is settled right, no matter how unlimited power a man may have, unless he exercises it fairly and justly his actions will return to plague him.—*Frank A. Vanderlip.*

## CIVIL SERVICE

### \*Summary of Personnel Actions

For February and March and April

#### NEW APPOINTMENTS

	Feb.	March	April
Conditional .....	392	459	549
Unclassified .....	9	16	10
Temporary .....	38	21	29
Emergency .....	14	15	18
Provisional .....	19	25	17
Trial Service .....	41	84	43
PROMOTIONS .....	90	163	254
DEMOTIONS .....	12	20	21