

O. S. E. A. Legislative Program Designed to Strengthen Civil Service and Retirement Acts

By VIRGIL G. O'NEIL

The Oregon legislature meets next January to consider and pass on budgets, appropriations and statutory matters of concern to the welfare of the State. Oregon's rapid growth presents many problems not hitherto appreciated. The costs of public service are on the increase, the need of expanding services is increasingly apparent. A clear conception of Oregon's proper place in the growth of the Northwest is needed. A full understanding of how to gain that position is essential.

To grow in stature, Oregon's state government requires elements similar to those required by nature in the growth of a healthy crop; good soil, good seed, nourishment, and cultivation. In terms of governmental administration, these become: public service recognized as an honorable career, stocked with ample qualified people, properly paid for their services, and rewarded for faithfulness and initiative. The harvest is an efficient personnel, adequate service to the public, economy in government and a steady flow of people into public service and later retirement into leisurely living as members of society with much to contribute thereto but with no need for alms therefrom.

OSEA Aims and State Needs

As the Oregon State Employees Association comprises employees from all departments and from all classifications of State employment, it truly represents the majority of mature thinking by those who know public service requirements best—those who fill them. Since 1943, the OSEA policy has been to promote the welfare of employee and the State, alike. It has sponsored and

supported ONLY those measures pointed to such purpose. Its record is clean and its methods are above reproach. It stands for honesty, integrity, efficiency, loyalty and merit. The public rightfully expects these attributes from its public service—we aim to see that they are thus maintained.

Administrators of public service, those who are truly interested in doing a good job, are dissatisfied with present conditions. They want steady, reliable help and more of it. State employees, those interested in doing a good job, are also in many ways dissatisfied. They want more pay and the removal of inequities. Both can be satisfied by working together!

The way to get good help is by paying its price. The way to *keep* good help is to make the service attractive and to reward faithfulness and longevity in service.

No Shortcut to Success

Oregon had no definite policy of employer-employee relations for 86 years. Oregon lags behind other states in the Northwest in development of its potential wealth. The state employs about 10,000 and sees 3,000 new employees come and GO each year! Its college graduates enter private industry, NOT state careers. Those who feel that the Retirement Act, Civil Service Act and recent "token" pay raises will fix up old man Oregon in a year or two are wrong! Those who think that holding over-age employees in service, up-grading classifications to raise beginning salaries, holding examinations to discover talent and promising to "do something soon"—that these will fix things—they, also are wrong!