

The errors of the past and of the present remain fresh in the minds of people. Injustices, inequities, domineering attitudes, any action or policy which affects the welfare of an employee is not soon forgotten. The attitude of an employee towards his work is the reflection of his attitude towards the treatment he THINKS he has received or is receiving. Attitudes change slowly—a healthy change takes cooperation between employer and employee.

What Can Be Done Now?

The State of Oregon employs its personnel through elective and appointive administrators, who also are public servants. Through legislative action and administrative policy, each at its proper level, steps should be taken to recognize the need of improving public service. Cooperation from employees should be welcomed and considered. The OSEA intends to present matters of legislative level to the Legislature, and matters of policy to administrative level.

Legislative matters to be urged by the OSEA for consideration by the legislature will include the following:

1. Defense of present statutes which are intended to provide a square deal for the workers. These include the Civil Service and Retirement Acts.

2. Increase of Retirement benefits in the interests of present retired and currently retiring employees and disability retirements, all of whose retirement pensions are inadequate.

3. Recommend adequate budgets and appropriations to improve the present pay scales and to provide a "cushion" fund to adjust wages in line with possible increased living costs.

4. Clarify the intent of the present Retirement Act and Civil Service Act as a guide for efficient and impartial administration thereof. This will include the "vacation leave, sick leave, overtime and exchange time questions."

OSEA Current Procedures

Between now and the meeting of the legislature, every OSEA member is asked to think seriously along the lines

which he feels need attention to improve the public service. He should voice his opinions to others, he should attend his Chapter meetings and discuss his problems there. The Chapters will be electing their delegates to the General Council Meeting of the OSEA where all matters of concern will be threshed out and definite policies and plans of action adopted.

In the interim, each member should boost the OSEA to non-member employees and give them a chance to become interested participants in our work. Along with our increased strength of membership comes our increased ability to get for the employees that which they are truly entitled to. Along with the granting of merited benefits for its employees, the State will reap a real reward in improved service.

Attitudes are important! The attitude of the people and their representatives in recognizing the value of services rendered by State employees will create a better attitude of service by the employee!

Indians Fishing On S.E.P. Cover

Oregon readers of the *Saturday Evening Post* were greeted by a familiar sight on the cover of the issue for July 17, 1948. Pictures furnished by the Oregon state highway commission's travel information department served as models for the cover painting of Indians fishing at Celilo Falls near The Dalles.

The cover picture was painted by John Atherton of Shaftsbury, Vermont. Mr. Atherton conferred with the travel department after seeing the Indian fishermen in action last summer. Mr. Atherton is himself an ardent fisherman.

The painting is almost a replica of a photo study made by the late Ralph Gifford, who was for many years the travel information department photographer. Mr. Gifford was also a well-liked member of the OSEA.