

# *Will State Service Be Faced With an Employee Unionization Problem?*

As an organization, the Oregon State Employees Association has no quarrel with labor union movements in this country. The principles underlying the formation of the AF of L and the CIO unions are well known and beyond the stage of discussion. However, the facts of their activities, purposes and methods are becoming better known, and could rightfully be of concern to the welfare of the State and its employees at this time.

There is now in existence among State employees an A F of L organization known as the American Federation of State, County and Municipal Employees. The CIO at their recent national convention at Portland gave public notice of their intention to organize public workers by aggressive action into their group. It is apparent that the A F of L will not remain idle when the attempt to organize and unionize State workers really gets under way in Oregon between these rival unions.

## **Employees Make the Decision**

The elective and appointive administrators of Oregon's public services, regardless of their personal opinions or official desires, can do little publicly or privately one way or the other when these labor organizations struggle for employee membership among State employees. It is the employee who will be solicited, urged and pressed by these highly efficient organizing bodies, and it will be the employees who decide what the outcome will be!

## **OSEA Reliability Recognized**

Prior to organization as the present Oregon State Employees Association in 1943, its charter members had disattached themselves from the A F of L union, after discovering that the interests and methods of the AFSC&ME union and their own were not truly coinci-

dental. The OSEA, an entirely independent and self-governing body of state employees, has grown from a membership of 50 in 1943 to its present strength of over 4,100 by a consistent policy of presenting every employee problem for solution at the proper level on the basis of merit, fairness and what it deemed best for the welfare of the State. It is a non-profit organization. Its methods have been straightforward, honest, dignified and considerate. Its successes are due to an appreciation of the true worth of its requests in the interests of efficient public service.

## **Cooperation With OSEA Desirable**

Cooperation between the administrators of public service and the service-producing State employees as represented by the OSEA is now obtainable by mutual discussion and study on a friendly, sober basis free from pressure tactics, implied threats or political chicanery. The paramount interests of the public are recognized and safeguarded.

A continuation of this present situation in State public service can be assured ONLY by a strengthening of the present State employees organization, the OSEA. Only as this group maintains a membership strong enough to assure defeat of unionization at any union election which might be forced, only by such means will minorities fail to usurp power and thus thwart the will of the majority.

The OSEA is engaged in a membership drive aimed at having at least 90% of State employees as active members. Its past record and its objectives merit support by every citizen of the State, by every public administrator and by every State employee who is concerned with the improvement of public service and the true welfare of the State.