

what can be expected in the years that lie ahead of us? Is Oregon to expand and grow with its sister states? Will we rise to the challenge of the future?

This seems to be an era of change and confusion. Our concepts of government, politics, economics and other kindred matters seem to be less fixed than we would like. People want security! When powers of government are delegated by the people to administrators, honesty, integrity and good judgment are rightly expected from such administration. A trust is placed in the hands of those who are charged to govern.

Oregon is well-situated to grow rapidly in the coming years. People like our country and are moving in at a rapid rate. Our industrial and agricultural growth is great. Extra burdens are thus placed on us now and the chances of good rewards for our ability to carry them are excellent. These burdens involve finances and we need more money **now** for investment in the future of the State. Public services must expand **now** if they are to function later. The services must be properly staffed **now** if they are to be able later to discharge their duties. It takes time and money to build; and the building has to be planned for the years ahead.

The writer believes that Oregon's governing officials and leading administrators have the foresight to realize

our need and the ability to act now for Oregon's future welfare. Errors of the past are the direction signs to a new and better way. The one signal weakness of the past, in Oregon's public services, appears to have been one of inadequacy to efficiently serve the normal growth of the State. A turnover of 6,000 yearly in State personnel means just one thing—an inadequate approach to the employees' problems!

Two things are necessary to have a proper force of employees: quality and quantity. Pay enough for the qualities of training, experience and ability and the quantity problem will take care of itself. "Pay" means wages, proper working conditions and personal consideration, among other benefits.

Gazing into the crystal ball, I foresee the OSEA growing to a membership of 90% of all state employees. It will be the sponsor and supporter of every means that will tend to improve the service rendered the public. It will remain the defender of employee's rights and the protector of the public's interests in State functions. It will be a power for good and a bulwark against the shafts of special interests. The OSEA can become and, I believe, will become the one organization that will be readily acclaimed and accepted as the true representative of the public in building, protecting and maintaining an efficient, loyal and trustworthy public service in the best interests of Oregon's welfare.

Efficiency in Public Service

OSEA and Industry Point the Way

In these times of high prices, high costs and competitive conditions, leaders of industry and administrators in general are becoming more conscious of obtaining production and efficiency from their organizations. As time becomes more valuable, its proper allotment and use takes on more significance.

The Oregon State Employees Association is encouraged to note a rising interest in the efficiency of State governmental functions. Representing, as

it does, a large majority of state employees, the O.S.E.A. must and does agree in principle with those measures which point to the betterment of public service, and efficiency is an important attribute of such service.

Efficiency Is a Relative Term

It has **not** been proven that the service rendered the people of Oregon by its State agencies is inefficient. Those who take it for granted that such is the case could be badly misinformed. Eyewitnesses of loafing, heedless going to