

the State are rotten and that the administrators are going to fix everything right away and save them a lot of money.

Straight Thinking Is Necessary Now

Who pays the costs of government? All of the people, including the State employees. Who provides the public service? The State employees. Who knows the most about what goes on in State institutions, agencies and bureaus? The State employees. Who says the least publicly about what they know? The State employees!

In dealing with people, a precept that still works is the golden rule. Honey is more attractive than vinegar. What reaction is inevitable from State employees who read in the papers of actions and proposals adversely affecting them and of which they are not even asked or advised? If what they read is contrary to their interests and apparently advanced as though they can "take it or leave it", will not their reactions be naturally antagonistic? How can efficiency be gained without showing more concern for the attitude of the employee?

Getting along with people is an art that requires sympathetic understanding, some effort and the use of intelligent thought. It is high time that all of us in public service get a new attitude about our work. Attitudes are created through understanding. Let's take a look at the past and present and see where we can go in the years ahead.

Cooperation and Efficiency

Make a Team

A tug of war between two efficient machines expends a lot of energy but doesn't get much work done. Even two old **plugs** pulling **together** can accomplish much.

There are many fine administrators in Oregon's public service and there are many good employees under their supervision. A large majority of us are capable, conscientious and faithful to our common employer, the State. By putting our own house in order, we can have no fear of public reaction. Taxpayers are intelligent and can recognize good work at State levels as readily as at any other.

If we disagree among ourselves as

to the best methods to perform public service and as how to become more efficient, it is just as gainful to argue the old question of which came first "the chicken or the egg." Now everyone knows the chicken was "in the beginning", and what difference does it make, anyway? There is a need for both, and nature finds a way to have them work together to fruitful ends. As employees, let's concede that administrators, supervisor and foremen were created first and that the other employees hatched out at a later date. By this way of thinking we can't be accused of laying any eggs!

However, as employees, we must realize that there is work to do and we are hired to do it. We owe full service and loyalty to our employers as long as we accept the compensation. One measure of our service can well be the contributing of our ideas to improve the service. Your OSEA organization is the trumpet through which our voices can be and are magnified so that even the "conveniently deaf" sometimes hear. At times it seems that what **we** hear comes through the **small** end of the horn!

Praise and commendation work wonders in peoples' hearts and many a fine worker becomes discouraged for their lack. I have had many employees say they could take a lot of punishment if only they felt that their labor was appreciated! A paymaster should hand out the paychecks with a smile, not a frown. A pat on the back furnishes some forward motion, while a push in the face retards. Even seeming indifferences to an employees interests can kill his initiative and willingness to do his best. How great are the responsibilities of those who supervise and administer the activities of others!

To those who are truly interested in efficiency in public services, it can be truly said that **all** engaged therein must have an understanding of the problems, there must be mutual confidence among them and there must be a friendly spirit.

OSEA Cooperates and Improves Efficiency

Since its inception six years ago, the OSEA has striven, as an employee