

Employee Cooperation Needed for Efficiency

No wheel ever turned without a push or a pull. State service cannot perform to its highest efficiency without a little more power than is now being generated.

Good leadership provides the challenge and points the way to better things. The State at present enjoys the leadership of a Governor who has publicly demonstrated an interest in the welfare of State employees and who only asks for honesty in the performance of duty. Many able State administrators appreciate the worker's problems and are doing their utmost to rectify those conditions which have in the past created low morale among the employees.

It seems to me that now is the appropriate time for every State employee to take stock of himself and see where he rightfully belongs in the realm of public service—or if he belongs there at all. It is trite to repeat here the maxims of honesty, integrity, conscience, loyalty and the other attributes of faithful and efficient service. Employment is a contract to be kept in good faith by the parties thereto. Every employee accepts his position with foreknowledge of the working conditions, pay, etc. and contracts to do the work called for by his position before he has a right to its compensation. The era of "something for nothing" is one of illusion and never existed. People who apparently get large profit for little work could quite easily be losing more than they realize. If we honestly appraise those things which are of lasting value, we will quickly appreciate how few they are and how easily and simply they may be attained. After all, we do have to live with ourselves!

As citizens, we are charged with upholding law and order. As employees we are charged with responsibility to deliver the service we have contracted to render. The rate of pay is not a measure of how much work we are to do, nor is it the yardstick of what attitude we should show towards our

work. There is no excuse for "soldiering" on the job. The place to be lazy is on our own time, preferably in bed. There is no place in public employment for clock watchers, tardiness and other dishonest practices. Even labor unions don't demand sleeping hours on company time, although it does seem at times that they are about to break their own necks by demanding too much.

It is high time that efficient and honest employees help administrators weed out the deadwood in our midst and thus help ourselves by meriting, as a whole, the consideration that honest employees deserve! It takes but a few germs to pollute the whole.

OSEA Responsibility

The Oregon State Employees Association, composed of many far-seeing and thoughtful state employees, was formed under the precept that the welfare of the State and the welfare of State employees are inseparable. As an Association, its every action has been directed towards improvement of working conditions and thus to the improvement of the service rendered.

We are remiss in our responsibilities if we do not support the good measures we have largely created; Civil Service, Retirement, better working conditions, better pay and a watchful service to help them do the things they are supposed to do; improve the service.

The present abuses and mis-uses of Civil Service appointments, promotions, examinations and the like must be corrected. The retirement System must be fair, generous and adequate in its protection to the aged and disabled. Work hours, vacation earnings, overtime pay, basic rates of pay and all other personnel matters must be fair, non-discriminatory and meritorious.

There remains much to be done along these lines and the OSEA can and will have a large part in their proper fulfillment. One way to make progress is by leadership and example. Will the OSEA remain in the forefront in these respects?

HELP YOURSELF BY SUPPORTING OSEA