

Happy New Year

As the New Year draws near, we pause in reflection of what our State Employees Association has wrought for the benefit of the State and for the welfare of its employees. The picture is good!

May we, therefore, continue in well doing, girding our strength for the problems to come, upholding our high ideals and always working together as a strong, active body in the furtherance of good service and good will.

May the New Year be one of growing enlightenment, understanding and respect on the part of the State for its employees and by the employees in the service to this truly great State.

With this thought, we express our greeting to the OSEA members and wish them all a **HAPPY AND PROSPEROUS NEW YEAR.**

THE HEADQUARTERS STAFF
DIRECTOR OF PUBLIC RELATIONS

Retiring OSEA President's Message

You are to be congratulated upon being selected as delegates to the 1949 General Council. It will be your responsibility to formulate the policy and outline the program for the coming year, and it is from your group that the state officers for the fiscal year 1949-50 will be chosen. It is my duty as president to report to you on the activities of the Association for the past year and to make recommendations that may be helpful in outlining the program for the future.

May I commend you, the members of our Board of Directors, chapter officers and the entire membership for the excellent cooperation that has been given and the loyalty shown by all who have participated in making the past year a successful one. Especially I wish to mention our staff of employees who have done outstanding work for the Association and have so generously given of their time outside the usual working hours.

We certainly have not forgotten the benefits that we have derived through our membership, and are fully aware of the enviable position that the Asso-

ciation occupies in the minds of the people in this state, the administrators of State government and the members of our Legislature. The public has a right to expect and demand efficiency, loyalty and courtesy from all employees in public service and the public employee has the right to demand that such efficiency, loyalty and courtesy receive the public's respect, a tenure in his job and adequate compensation for services given.

Our legislative committee used every resource at its command to secure legislation at the 1949 legislative assembly beneficial to state employees, and I accordingly wish to report to you as follows:

Salaries and Wages

Here we find our Civil Service law extremely beneficial to us in our efforts to secure adequate salaries and wages. Section 12 of the act outlines the procedure for arriving at a compensation plan for all employees under classified service in the state, and from this section of the law I wish to quote:

"After consultation with appoint-