

no different than employees of private enterprise, pinched by the same increasing cost of living, and with the same need for security. **Public employees should not be expected to content themselves with labor policies and treatment twenty years behind the standards and practices established by law for private industry.**

Present Laws Favor Private Employment

It is a matter of record, open to any one who wants to take the time and effort for study that labor laws, both on the federal and state levels, are more favorable to employees in private agencies than those in the public agencies.

Some of the Oregon institutions are finding it difficult and in some cases impossible to recruit desirable personnel because of long hours of work, wage rates and working conditions that would not be tolerated by private industry. Furthermore, **private industry could not function by pursuing the same business practices as those of some public agencies.**

In many cases, labor and industry have worked together to accomplish labor and business reforms profitable to both. In **all** cases it has been through organization that labor has brought about labor reforms that have lifted the working man up to his rightful position, made him a better citizen and a greater consumer of agricultural and manufactured products.

A Strong Public Employee Organization Is Needed

The public employee or the "white collar" worker has been reluctant to organize, either because of pride or some imagined fear. These same people will be disposed to suffer the same low salaries and unfavorable working conditions so long as they fail to recognize the need for organization. Organization in their field must be as complete as that in private industry. **There is no more room for the hanger-on or chiseler in an association of public employees than there is in any labor union.** Labor unions have their own methods for getting members. Associations and independent organizations must, if they are to survive, devise some means to accomplish this same end.

While it may not be practicable nor advisable to force public employees to belong to workers organization, neither is it advisable nor practicable to beg or to bribe public workers to seek membership in their own association by pointing out to non-participants the fact that salaries have been increased or vacation allowances improved.

A strong productive organization cannot be built upon such a jelly-like foundation. Membership must be built upon a basis of need, with an eye to the future. The past is only a memory. The future is a vision—a **challenge** to workers of ambition and fortitude.

State Travel Mileage Raised

State employes driving privately-owned automobiles on state business will receive seven cents per mile for the first 1,000 miles per month, against the present overall allowance of six cents, State Finance Department Director Harry Dorman announced.

After the first 1,000 miles per month the payment will drop to six cents a mile.

Dorman said the increased mileage rate was approved following several months investigation and study. This new rate became effective October 1.

Building Committee

The OSEA building committee, comprised of Don Parker, chairman, Ed Zahara, Wayne Straw, Floyd Query and Virgil O'Neil have held two meetings during the summer and are still working on the factors involved in investigating the possibility of having our own building for a state-wide headquarters, office space and general council meeting place.

Considerable work has been done studying locations, costs, designs, legal aspects, et cetera; and the committee plans to have at least one more meeting prior to general council time, and a full report to give the members then.