

Grievance Procedures

The OSEA Board of Directors has not as yet developed a set of rules to be followed in handling employee grievances. However, some of the chapters have set up their own grievance procedure. A study of these indicates they follow a common pattern. They proceed along the following lines:

1. A chapter grievance committee of 3 to 5 members.

2. A member having a grievance must first present his problem to his supervisor.

3. If satisfaction is not forthcoming then, the member presents his case in writing to the chapter committee. (Three signed copies.)

4. The chapter committee investigates all complaints. Where a complaint is justified, the committee attempts a solution with the supervisor and department head. When the grievance cannot be settled by the committee it is then presented to the OSEA headquarters and referred to the state grievance committee.

Experience has proved that it is imperative that all grievances be presented in writing and chapters would be wise to accept none other. The state committee will accept none unless it is in writing. This procedure is protection for the complainant as well as the Association.

The headquarters office nor the state grievance committee can undertake the settlement of an individual grievance unless referred by the chapter committee.

Doctor to Patient: "Your blood pressure is normal, but for these times that's not so good."

—E. Atkins in Medical Economics.

THE PERFECT SQUELCH

The admiral heading a bureau in Washington was sure he knew more about highly technical matters than the experts. He refused to accept recommendations without numerous trivial corrections, and the bureau's work lagged sadly.

Prodded to speed up operations, the admiral summoned his staff for a lecture on the necessity of streamlining procedures. "Whatever bottlenecks exist," he concluded, "I demand that you get rid of them. Any comments?"

"Sir," said an irreverent reserve officer, "in my experience with bottles, I've observed that the necks are always at the top." —Francis Charles in the Saturday Evening Post.

The sense of humor is the oil of life's engine. Without it the machinery creaks and groans. No lot is so hard, no aspect of things so grim, but it relaxes before a hearty laugh. —G. S. Merriam.

Mere parsimony is not economy . . . Expense, and great expense, may be an essential part in true economy . . . Economy is a distributive virtue, and consists, not in saving, but in selection.

—Edmund Burke.

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