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THE PRESIDENT PONDERERS

From many sources ideas, suggestions and questions come to my ears; some even pop into my own head at the strangest times! I am passing on to the members a few of these matters as I believe they will be of interest and thought-provoking.

1. Why not some inter-chapter visiting by chapter officers? Seeing how the other fellow is doing might develop some ideas for improving the interest of chapter meetings.

2. Should the OSEA "toot its own horn" a little more than in times past? Our activities in the employees interests are on the increase, along with our membership. Should we publicize more of our actions, even though the publicity might hit a sore spot here and there?

3. Should District No. 1, with 15 chapters and nearly 1300 members and District No. 2, with 20 chapters and nearly 2700 members be split to ease the work of their district directors and give the members more representation at the General Council?

Consolidation?

4. Should some of the smaller chapters consolidate, and thereby strengthen concerted effort, increase social activity and foster interest in larger and wider problems?

5. If more of us revived within ourselves the "strength of our convictions" and insisted on chapter action for the redress of inequities, abuse of authority and lack of conformance to the principles of good personnel management, would it stimulate interest, gain membership and improve public service?

6. Could we release the talents and abilities of our Headquarters Staff for better work in our behalf at the levels where it would do us the most good if we did not insist on their working 60 hours a week by attending so many chapter meetings? Every chapter has well-informed members who can get all kinds of material for chapter discussion!

Retort? Shall We?

7. How about some published answers to the nasty things that our enemies are passing out? Should we just ignore them and go on about our business, or heat up a little and point out those who are so prone to knock the other fellow on the assumption that they thus elevate themselves?

8. We are building up some written and filed "case histories" on political appointments in the classified service and other abuses of Civil Service. Would it be considered a service to the state to throw some public light on them?

9. I have heard of several recent promotions made on the basis of personalities and favoritism instead of merit. Haven't got all the facts yet; but will say, (a) complying with the form of Civil Service procedure but **evading the intent thereof** would present a serious threat to decency and would smell of "dry rot" instead of the soundness of principle due the people of the state, and (b) an investigation of Civil Service examinations and Civil Service procedure in determination of qualifications for classified positions might well be in order.

Attitudes Most Important

10. I am convinced that when management realizes the attitude of employees is the most important thing to be considered and when it does something to build and encourage good attitudes in the employees' minds and hearts, then, and only then, will management's worry and concern regarding progress of work be solved. It always has seemed to me that the higher positions in public service properly call for the greater humanitarian attributes and the greater concern for the employees' welfare. Personal ego deflates rapidly with the flight of cooperation. No one has yet lifted himself by his own boot straps!

Well, some of the above questions are mine and some come from members and non-members, but I am not telling "which is whose." There's dynamite in some of these ideas. I would welcome members' reactions to them.

VIRGIL G. O'NEIL, President OSEA.

GRIEVANCES

Activity in connection with grievance matters, particularly on the large scale items affecting a large group are awaiting the new Civil Service director's review of work that has been done to date. Several individual grievances have been satisfactorily resolved and others are being followed up.

Loss of certain holidays by institutional employees, the conversion of highway personnel to the 40-hour week, overtime, vacation irregularities at the prison, reclassification of certain hospital employees to a higher bracket, the need for creating certain special classifications because of particular problems in various departments, and many other items are getting full attention.

Where to Begin

Chapters are urged again to appoint grievance committees and to file their grievances in the manner prescribed in recent outlines to chapter chairmen. Verbal requests to headquarters office for investigation and action are discouraged. Individual grievances or problems should be discussed with the supervisor before chapter or headquarters intervention is sought.

Unless this is done embarrassing situations develop which adversely affect liaison with personnel officers and administration. OSEA does not wish to jeopardize this relationship simply because a small group of people feel the OSEA should "stick its neck out" while they (the plaintiffs) remain anonymous and furnish, in some cases, unreliable information. OSEA has been able to accomplish many things because it places the general welfare of the organization first.