

The OSEA

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"Welfare
of State
and
Employee"

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Opinions expressed herein are not necessarily those of the Association.
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PRINCIPLES OF CONDUCT

"... to promote the welfare of State employees in all ways compatible with the public interest, including the support of legislation deemed beneficial and resistance to legislation deemed detrimental to their interests; to encourage the maintenance of highest standards of employee-conduct in governmental affairs; ... to aid in the improvement of government and in the developing of the State's resources and the advancement of the State's economy ..."

The above is an excerpt from the "objectives" of the OSEA constitution, subscribed to by the many state employee members.

Who is Management; Who is Employee?

Private industry recognizes management and labor as separate entities forced by circumstances to live and work with each other; often under extreme difficulty. **Good public service recognizes no such class distinction except as the public manages and employees serve.** Public service employees comprise all classes of employment including appointive and elective officials, professional and non-professional.

To say or think that there is a management and labor division of state employees is an affront to the intelligence of Oregon's citizens. Public employees who harbor such a theory could well be the dupes of a totalitarian or feudal philosophy.

Legislators Expect Employee Efficiency

Our legislative assemblies repeatedly ask for loyalty, pride and efficiency from the state's employees as a prerequisite of favorable attention and justifiable compensation for the rendering of good service to the state. For years it has seemed that there are those who feel such requests are directed to the other fellow, and not to themselves! The feudal axiom that "the King can do no wrong" does not ring true when history holds these "leaders" up to the light of public opinion.

Our OSEA has been urged by the legislature to "police" the state employees in the public interest. The OSEA considers it a proper function to learn as much as possible about state affairs, including personnel relations, employee attitudes, the conduct of state business, the use or mis-use of budgeted funds, and the causes back of good and bad practices. We are expected to know these things, and we do! Our mem-

bers are from all levels of state service. They are in the best positions to know where malfeasance of office, out-of-date attitudes, weak administration and other human weaknesses affecting public service creep in and rob the public of the good governmental operations it trustingly expects. The OSEA is recognized as the **only** agency which is in a position to report on what really goes on in **every** department of the state. The legislature is aware of our usefulness and welcomes our unbiased and factual presentations concerning the conduct of the state's departmental operations.

OSEA Contacts Valuable to Oregon

The Oregon State Employees Association collects factual data from its members and from other state employees as to the ins and outs of their daily tasks and the way their agencies conduct themselves. It contacts and holds memberships in civic organizations, charitable groups, personnel management and civil service associations. It is staffed by persons experienced in the field of governmental functions.

We are in close touch with important legislative interim committees, legislators and highly-placed state dignitaries. Many of our contacts result in frank, and many-times confidential, discussions which influence our actions in the true pursuit of better government. Our staff is trained by experience to separate the chaff from the wheat!

Without the concerted and persistent effort of the OSEA membership, many of the improvements in public service made during our 10 years of existence would still be wishful dreams, for we **were** the main motivating force sponsoring and backing many of them.

The people of Oregon realize more each day that the OSEA is the champion of good government. It takes strength and courage to overcome the dread millstones of lethargy, reluctance to change, obstinacy of personal opinion, desire of personal aggrandizement, and love of bossism which so often and so long have been associated with government and which enslave the public to the belief that **public** service can never be **good** service. The OSEA has the strength and has the courage needed to help tremendously in doing the job.

Employee Conduct Under Scrutiny

The words "state employee" apply with equal importance to every person receiving a dollar of money contributed by Oregonians for the service expected from state governmental agencies. Many state employees are openly ridiculed for being state workers, supposedly having a "soft job," et cetera. Legislators say "get rid of the inefficient employees and we will feel more inclined to do what should be done in rewarding good service." The press is not always kind in its references to state employees and state agencies. The OSEA has felt compelled, in discharging a public trust, to level criticisms at many areas of state employment and service. Many employees feel constrained to maintain discreet silence concerning waste, inefficiency and mal-administration as they see it in their every day contacts. This evidences a need for personal stock-taking on the part of each employee.

OSEA Will Remain Active

It is not appropriate to attempt a crusade of righteousness, nor is it practicable to call for a search of conscience. It is appropriate and timely to say that