The **OSEA** **Sentinel**

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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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LIFE INSURANCE

Another OSEA Benefit—It's Yours—Use It

All State Employees who are members of the OSEA or become members are now eligible for protection under the Group Life Insurance Program without evidence of insurability. No medical questions asked, no examination. This program is open during the months of February and March, 1955. Applications received from Feb. 1 to March 31 will be effective May 1.

Each Chapter has an insurance representative. Contact your representative and take advantage of the low-most group life insurance plan. It insures the family as well as the employee for the small additional cost of 41 cents.

If you are now insured, tell someone who is not. Share your benefits with fellow employees who would like to become OSEA members.

This is the ONLY Life Insurance Program available to state employees through payroll deduction. Don't forget this insurance is available to all State Employees state wide who are or will become members of the Oregon State Employees Association during these months.

SUGGESTIONS PAY OFF

The California State Employee, publication of the California State Employees Association, noted in its December issue that the Suggestion Award system is highly successful. California paid $565 to nine employees in December for ideas which will save the state over $10,000 in the first year.

A wise man isn't as certain of anything as a fool is of everything.

After dark watch out for the man who is as honest as the day is long.

BARRINGTON (from page 1)

study and recommendations made by the civil service commission.

The lack of faith on the part of many legislators and department heads in the 1953 civil service report resulted in changes on the civil service staff and the loss of a salary raise for thousands of employees in the lower pay brackets.

In an effort to obtain a fair and unbiased appraisal of the salary and classification system of the state the legislature has spent more than $50,000 in obtaining the services of an outside firm to do that job. From that, it is quite obvious that the legislature is sincere in its efforts to approach the salary problem in a fair and realistic manner. They are interested in doing a good job. Failure is as obnoxious to them as it is to any other state employee who truly has the welfare of his state at heart.

Policy of OSEA

The general policy of OSEA on civil service and allied subjects is to advocate, support and defend a meritorious system of personnel management for the State of Oregon. Such a system should be based on the principles of equal pay for equal work both within the state salary structure and with private enterprise. OSEA believes in a uniform system of job evaluation, in freedom from abuse, freedom from favoritism and in the promotion of the effectiveness of state government.

Barrington Associates, under instructions from a legislative interim committee have made recommendations for changes in many historical relationships. How much evidence is there to support the status quo as it relates to position classification and salary structure?

OSEA is cognizant of the many protests arising from publicity given the report. These protests refer to errors, changes in classifications, reductions in pay, too few salary ranges, et cetera.

OSEA has no quarrel with any system of job evaluation, salary determination and job classification which can and will be used to improve the public service. The ability of the Barrington system to perform these functions in an equitable manner can best be judged by its effectiveness in other areas and in comparison with the effectiveness of the present Oregon system.

As an association representing state employees in general and not necessarily by class or position, OSEA **will withhold judgment until all facts are known.**

OSEA will not be misled by fragmentary salary comparisons for similarily titled jobs in other jurisdictions which may entail greatly different responsibilities, requirements and conditions of work.

OSEA will not be stampeded by any individual or group of individuals into becoming critical of the report until **all** facts are known and **all** employees have been given their **official** allocations and until **all** dissatisfied employees have had their "day in court."

In a letter dated December 10, 1954 to OSEA, the executive secretary of the Connecticut State Employees Association had this to say, "Although a great deal of our members and non-members were very critical of the Barrington Report it is proven that over 11,000 have benefitted by it, some with very high increases. So, I would say personally, that the final results were beneficial to state employees."