

# The OSEA Sentinel

Incorporated  
January 4,  
1945



"Welfare  
of State  
and  
Employee"

Published monthly by the Oregon State Employees Association  
320 North Church Street, Salem, Oregon - Phone 4-3325

LINCOLN PFEIFFER - - - Director of Public Relations  
V. G. O'NEIL, President - - - GERTRUDE CHAMBERLIN, Secretary

Opinions expressed herein are not necessarily those of the Association.  
Address communications to Oregon State Employees Association  
320 North Church Street, Salem Oregon - Phone 4-3325

## THE OBJECTIVES OF OSEA

- (a) To foster acquaintanceship, cooperation, efficiency and harmony among state employees,
- (b) To develop a fuller knowledge among employees of the state's organization,
- (c) To encourage and preserve a true merit system,
- (d) To promote the welfare of employees in ways compatible with the public interest,
- (e) To support legislation beneficial to the interests of employees and oppose that which is not,
- (f) To encourage and maintain the highest standards of employee conduct in governmental affairs,
- (g) To advocate and defend a just and efficacious administration of laws,
- (h) To aid in the improvement of government and in the advancement of the state's economy,
- (i) To aid in the development of the state's resources,
- (j) To inspire and maintain in the hearts of its membership a constant dedication to the principles of constitutional democracy and in all ways possible,
- (k) To render the most effective service to the people of the United States of America and of the State of Oregon.

## PROGRESS MADE ON AUTO INSURANCE

Two companies are now in a position to offer OSEA members a group automobile insurance program.

Gene Schmidt, Director of Insurance, and Forrest Stewart, Executive Secretary, are holding a series of meetings with each of the representatives of the two companies in an effort to get the best program.

OSEA insists on a sound program consistent with needs and the economic status of state employees. The company must be reliable and sound. It must be able to give reasonable service in all parts of the state.

## BOARD COMMITTEE ON REORGANIZATION REPORTS

A committee elected by the Board of Directors to study the organizational and related problems of the headquarters staff presented its report to the Board on July 16. The committee was composed of five members, three from the Board, Carl Hobson, chairman, Ross Newcomb, Jim May, and two from the membership at large, Floyd Query and Fred Mehl.

The committee made the following recommendations:

1. Prepare a more specific written statement of policy which should cover:
  - a. The responsibilities of the Board to the General Council.
  - b. The responsibilities of the Executive Secretary and Headquarters Staff to the Board and vice versa.
  - c. The responsibility of each Board member.
  - d. The responsibility of the Headquarters Staff to the Executive Secretary and vice versa.
  - e. The responsibility of the Board.
  - f. The responsibility of the Headquarters Staff to the Chapters.
  - g. The responsibility, authority, and limitations of the President.
  - h. News releases emanating from the Board, Headquarters, and the President.
2. The objectives of the Association should be re-emphasized and made the topic of much discussion throughout the organization.
3. Amend the Constitution and By-Laws to regulate and limit the term of office of the President, Officers, and District Directors, and to provide for continuity of some experienced personnel on the Board by having staggered terms.
4. The Executive Secretary should be in complete charge of the Headquarters Staff. (A system of tenure should be provided for Staff employees.)
5. The Executive Secretary should submit to the Board a detailed outline of the field of operations of each position on the Staff. Allowable expenses should be budgeted for each position in such fields as travel, phone, and promotion. There should be regular and frequent staff meetings. The Executive Secretary should, with the cooperation of the Association President, prepare the agenda of the Board meetings. He should prepare a written summary of the Board meetings and indicate the status of all unfinished business.
6. The Executive Secretary should report in full to the Board at each meeting and should take an active part in such meetings by being ready and willing to provide information and background pertinent and helpful to the Board in its deliberations.
7. The Executive Secretary shall carry out OSEA's program within the confines of the policies established by the General Council as implemented by the Board.
8. No individual officer or member should presume to issue orders or directives to the Headquarters Staff, except from the Board as a whole. (Possible exceptions should be provided, such as the President, and Director of Laws and Legislation during legislative sessions.) All directives to the Executive Secretary should be in writing.