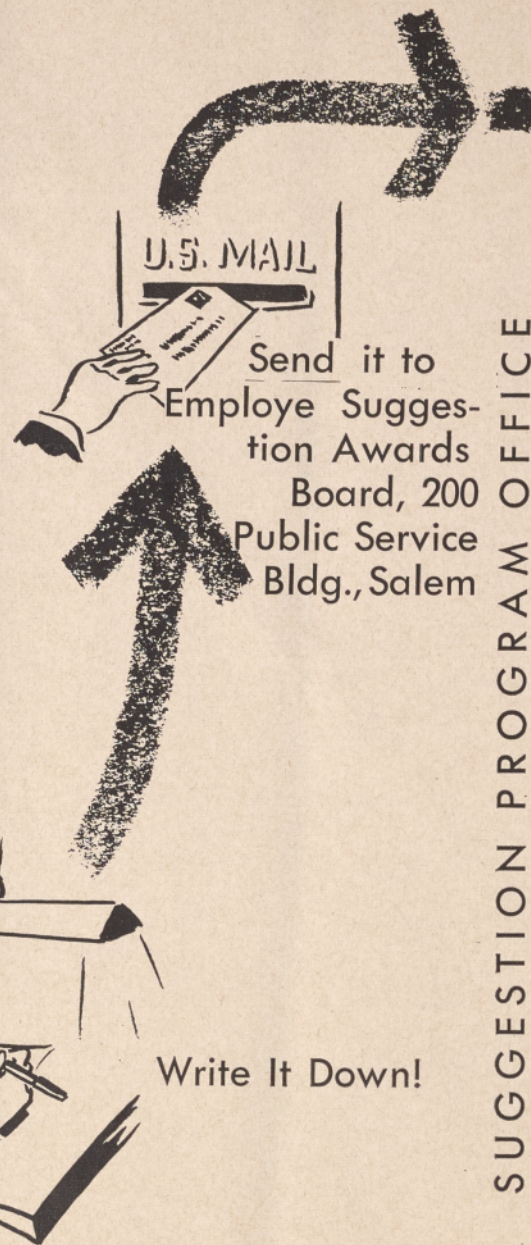




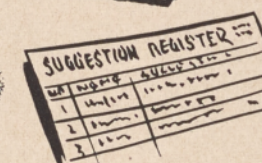
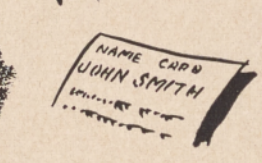
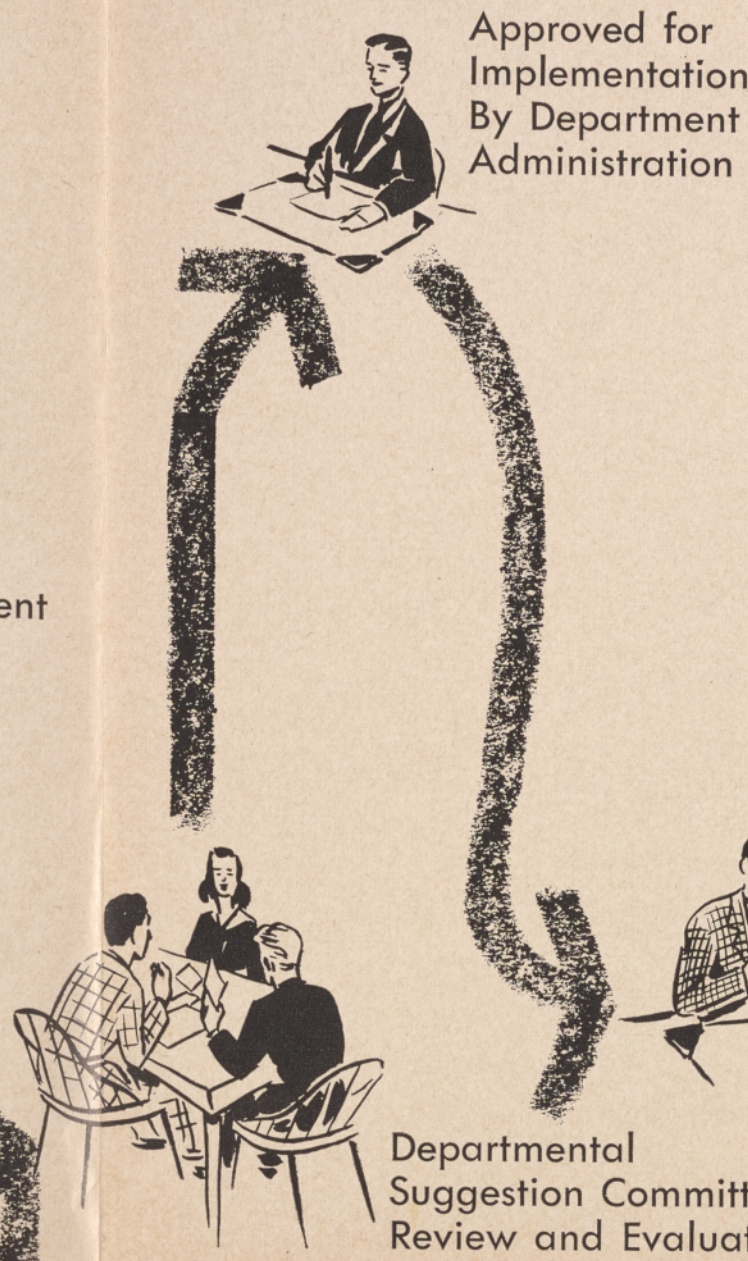
Think It Up!



Write It Down!

Send it to
Employe Suggestion
Awards Board, 200
Public Service
Bldg., Salem

SUGGESTION PROGRAM OFFICE

Dated and
NumberedPreliminary
ScreeningName Stub
RemovedLetter of
Acknowledgment
SentRecorded on
Suggestion
RegisterRecorded on
Your Name
CardRecorded on
Subject
CardApproved for
Implementation
By Department
AdministrationDepartmental
Suggestion Committee
Review and EvaluationAwards Board
Secretary
Reviews
Department
ReportAwards Board
Consideration

Non-Award

Letter to
Suggester Explaining
Reasons for Non-
AdoptionCash Award
By Departmental
Suggestion
Committee
or Dept.
SupervisorAdoption Letter
To Suggester

Award

SUGGESTION PROGRAM OFFICE

NEW INSURANCE PLAN
FOUND JUSTIFIABLE

According to the returns the revised program of the OSEA Group Life Insurance has been found acceptable to that segment of the membership which favors a plan to increase insurance benefits and to lower costs proportionately.

The program was formulated by the Cal-Western Life Insurance Company and is geared to the national trend toward insurance benefits based on annual salary of the insured. It was in response to OSEA membership's growing demand for increased life insurance benefits that the revised plan was proposed.

Designed to keep pace with mounting living costs, the program enables the insured to enjoy added security for his family. Under the revision basic rates are generally reduced while at the same time benefits are increased.

Effective November 1, 1955, the new plan was received with enthusiasm by those who accepted. These were in sufficient numbers to warrant its adoption. Although there was some opposition to the revision, among those opposed were many who failed to respond to the query sent out from OSEA headquarters. This was done without recommendation or comment putting the change-over proposition squarely up to the members.

The association board and staff functioned as the processing plant and clearing house for the program, leaving the decision to the membership. OSEA buying power makes the plan possible for state employees.

In addition to the higher benefit for members the dependent schedule has been simplified with no change in cost. Children aged 6 months and under 2 years, and 2 years and under 3 years are insured for \$200 and \$400 respectively. As of November 1 these brackets will be raised to \$500, the present maximum for children 3 years and under 19 years. Children 14 days and under 6 months of age will continue to be insured for \$100.

New employees have 60 days from their date of employment to apply for the new plan without any medical

GUEST EDITORIAL
OPPORTUNITY FOR
PROGRESS

OSEA has a decision to make in November. It may have a choice of three paths: (1) to continue its 40 per cent efficiency as in the past, (2) to "automate" its present structure of self-government by reorganizational changes, and (3) to progress to at least 90 per cent activity on the foundation laid by its creators.

To maintain a 40 per cent membership from state employees is not progress, yet that is all we can claim for some years. To change our election procedures and re-word our Constitution to weaken supervisory powers of the OSEA officers or to otherwise modify administration will not insure progress. To gain a 90 per cent membership and to hold it IS progress.

OSEA members, in General Council during 1953, 1954 and 1955 approved an increase in their Headquarters Staff for one purpose only; to increase OSEA membership and to increase service to members and the state as a consequence. They asked for more promotional activity, more publicity, more information to members; all with progress in mind. They asked for more services through OSEA to encourage non-members to join. They expected and still expect leadership in bringing these things to pass.

Good leadership is necessary for progress. The leadership of OSEA must remain in the control of its members and be carried by the several officers and district directors elected by them. These leaders must be carefully selected for ability to

questions. After the two-month period the employee may still apply but must submit evidence of insurability.

For the aid of chapter members there is in each chapter an insurance service representative who can be of great assistance to those desiring further and more detailed information regarding Cal-Western Life Insurance. He is informed and prepared to help.

OSEA TAKES STAND

Copy of letter to
Dr. John Richards, Chancellor
State System of Higher Education
University of Oregon
Eugene, Oregon

Re: George Crooks
Oregon State College
Dear Chancellor Richards:

A number of state employees have talked to me recently about the George M. Crooks case at Oregon State College. It appears that there was considerable interest in the case both from the standpoint of the hearing and its subsequent disposition by the school authorities. The interest is more wide-spread than I expected it would be.

The September 20 issue of the Oregonian carried an item stating that the State Board of Higher Education had closed the case.

The employees on the campus of Oregon State College will never feel that this case is closed. Employees of other state agencies can never feel that their jobs are secure if this "face saving" principle, which the college administration is attempting to establish,

do the supervisory jobs assigned them under the Constitution. They must be imbued with a sense of responsibility to the members and should be crusaders in OSEA causes and action. They must submerge self for the common good. These leaders, members of OSEA, in turn engage a staff from outside of state service to carry on the operations of OSEA under their supervision and counsel.

The immediate opportunity for OSEA progress is at the next General Council in Pendleton on November 10, 11 and 12. Policies are to be formed and nine state officers are to be elected. The election of a Board of Directors each year and a review of the Staff each year is a democratic procedure protecting OSEA from coming, and remaining, under the control of cliques, and permits changes in personnel where the interests of OSEA can better be served thereby.

VIRGIL G. O'NEIL
President, OSEA

Members of the association who have investigated Mr. Crooks' work (Continued on Page 4)

lish, spreads to other state departments.

OSEA has advocated and defended the "open back door" principle in civil service. Representatives of a labor union have attempted, at several legislative sessions to amend the civil service law and close the "open back door." OSEA has successfully blocked such legislation in each instance.

A study of Section 240.560 of Chapter 240 will reveal to you how difficult it would be to amend this section of the civil service law to establish job security for employees without going all the way and thus making the section unfair to all appointing authorities. However, if the administration persists with the policy they apparently want to establish in the Crooks case, OSEA may find it necessary because of pressure from its membership, to seek an amendment to Section 240.560. Such an attempt would, no doubt, receive the unqualified support of organized labor.

The last few years of experience with labor unions indicates to us that all that stands in the way of unionization of state employees is OSEA.

The State System of Higher Education, by its handling of the Crooks case has placed OSEA in a most awkward position. The unions will make capital of the case as will many members of the association who have individually advocated the "closed back door" policy.

OSEA has always tried to cooperate with appointing authorities in all matters believed to be in the public interest. It will assist at all times and in every way possible to bring about better employee-employer relationships.

The feeling of many employees who followed the proceedings in the Crooks' case is that both he and the State Board of Higher Education had a fair and impartial hearing. They were impressed by the judicious attitude of the commissioners and the ability of each of the attorneys. Both sides were ably represented.

Members of the association who have investigated Mr. Crooks' work (Continued on Page 4)

How blessings brighten as they take their flight! —Young.

EMPLOYEE SUGGESTION AWARD PLAN

It's here! State employees may now win cash for usable suggestions. The program is now a reality. Distribution of the "Employees Suggestion Program" handbooks launched the plan. As of publication date all state officers and employees became eligible for awards for adopted suggestions.

To answer some of the questions you may have about the suggestion award program:

First, YOU CAN WIN UP TO \$500.00. Amount of your award will be based upon a percentage of the estimated first year's savings. If your suggestion concerns intangible improvements concerning, say, safety or morale, the award amount will be determined, as closely as possible, in proportion to the benefits resulting. No award for less than \$10.

Second, EVERYONE IS ELIGIBLE. If your suggestion is something "above and beyond the call of duty," you may win. To be eligible for an award your idea must be something not part of your normal duties, or something with which you would not normally be concerned in the line of duty.

For example, a suggestion to combine two similar forms would not be likely to win an award unless it incorporated plans for combining them and would include a sample of the newly devised form. Time and thought spent in working out the new form is considered beyond the call of duty.

Third, HOW TO TURN IN A SUGGESTION. Take a good, seeing look at your job or your fellow worker's job. Is there something about the work which might be improved? Could some function, form or task be eliminated or reduced?

If you think so, get a suggestion form and write out your idea in detail. Fill out the identification section at the top of the form and forward the new form to the address on the front. IT'S AS SIMPLE AS THAT!

The Employee Suggestion Program was established by the 1955 legisla-

ture. It is administered by an Awards Board and the suggestion program secretary. The board determines the amounts of each award and certifies the suggester's name for payment of the award. The secretary handles the processing of all suggestions. Mr. Warne Nunn, PUC, is secretary.

Each step in the process of the program is clarified in the graph above. To summarize, after your suggestion is received the name stub is removed. A letter of acknowledgment is then sent to the employee submitting the suggestion and the number, name and subject files are filled in. The suggestion then goes to a department suggestion committee for a complete review and investigation. If it is adjudged to be an adoptable suggestion, and the department decides to adopt it, the suggestion is returned with a favorable report together with an estimate of the savings which should result.

Next the awards board acts on the suggestion. It determines the amount of the award, after which your departmental suggestion committee or department supervisor presents your check to you.

SO, START THINKING. IF YOU HAVE A GOOD IDEA, PUT IT ON A SUGGESTION FORM AND TURN IT IN. Remember, ideas beget ideas, and once you start thinking—who knows? YOUR IDEA MAY WIN AN AWARD FOR YOU!

Feel free to contact the secretary for further information. Address Employee Suggestion Awards Board, 200 Public Service Building, Salem, Oregon.

If you need a physician, employ these three—a cheerful mind, rest, and a temperate diet.

The patient can oftener do without the doctor, than the doctor without the patient. —Zimmerman.

How blessings brighten as they take their flight! —Young.

State Employees
Public Spirited

It may come as a surprise to many but throughout Oregon many state employees are doing double duty. This extra duty for which they receive no pay, is acting as ground observers for the United States Air Force and the Ground Observers Corps.

Because of their strategic locations and excellent visibility, many agencies of the state are able to provide the air defense filter centers, one each located in Portland and Bend, with information regarding the movement of aircraft in the skies above.

What about radar? Why can't it do the job? Why do we need ground observers? First, it's well to remember that radar is a mechanical thing. It's subject to malfunction and breakdown. It requires constant maintenance. Also it can be jammed by enemy action. Operating on a line-of-sight principle just as TV does it cannot pierce mountains or follow the curvature of the earth. To plug these gaps the air defense command needs the eyes and ears of the ground observer, the minute men and women of today.

Assisting the U.S. Air Force in the Ground Observer Corps are the following state agencies: Oregon State Civil Defense Agency, State Board of Forestry (fire towers), Highway Department (weighing stations and parks), Department of State Police, Fish Commission of Oregon (hatcheries), Oregon State Penitentiary, Military Department of Oregon.

To the department heads and employees of the above agencies the SENTINEL extends a "well done." Your contribution to national defense stands as a shining example to all.

Let's not forget that air defense is everybody's business. The Ground Observer Corps is the grass-roots element of the nation's air-defense system. A great many additional volunteers are needed. For further information contact Capt. Walter G. Andes, GOC coordinator, room 12, state office building, or call 2-4762.

Another instance to prove that state employees are always willing to help in civic affairs is the proud record they made in making 112 per cent of the United Fund quota set for them. Word comes from Ben Little, State Industrial Accident Commission, (chairman for Salem state agencies, U.F.), that state workers did an excellent job, some agencies exceeding by as much as 130 per cent. The Deaf School made over 200 per cent of its quota and the Forestry Department, 180 per cent. The above figures are impressive.

In addition to activities and participation above and beyond the call of duty, Oregon state employees have set another record for themselves on the blood program.

The United Fund and the Red Cross blood program have benefited through the public spiritedness of Oregon's employees.

RUDY MEFFERT
TAKES BRIDE

Our congratulations to two OSEA members, Mrs. Ivamae Spencer and Rudy Meffert who were married Friday evening, October 28, in a quiet rectory ceremony.

Mrs. Spencer, daughter of Mr. and Mrs. Ben Sebril, Bend, is private secretary to J. B. ("Botts") Avison, office manager for the accident prevention division of the State Industrial Accident Commission. She is a former Bend resident where she was active in OSEA and was secretary of Bend chapter number 3.

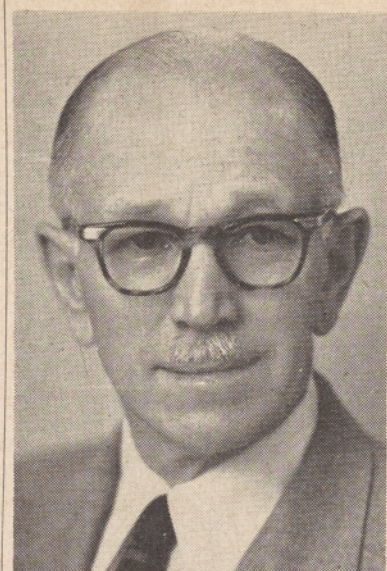
Rudy, genial staff representative of OSEA since February 1954, is well known to the membership. Both have been previously married. The couple will make their home in Salem at 965 Marion Street.

Happiness to you, Ivamae and Rudy!

POSSIBILITY

The decline in city department store sales may not be due to a business slump at all. Maybe the customers are still out trying to find a parking space.

PROFILES



J. Lloyd Le Master

Rightly named and in his rightful sphere is Judge J. Lloyd Le Master, professor of business law, government and business relations, income tax procedure and credits and collections at Oregon State College.

President of the all-faculty chapter there, Judge Le Master brings to the Oregon State Employees Association a rich background of academic and legal accomplishments and experience.

The family name Le Master—an old and honored French family name meaning the teacher—has its best traditions carried out in the person of the judge. Born in West Frankfort, Illinois, on the fateful March 15, (1899), he received his LL.B. from the University of Illinois in 1923.

During 1924 and 1925 he was on a French Republic fellowship teaching American Constitution law at the University of Bordeaux while studying the Romanesque legal system.

Other fellowships, including a Colorado State fellowship in 1925-26, followed and he was appointed to the University of Illinois staff in 1926 where he remained until 1928 at which time he came to Oregon State College as assistant professor

of political science. Judge Le Master has taught most of the government courses and many business administration and economics subjects. He became an associate professor in 1930 and a professor in 1945.

In addition to his teaching he was acting dean of business in 1951-52 and has worked for the federal government on two assignments and has served as judge pro tem of the Justice Court and the District Court of Benton County. His first professional love however is teaching, and to observe the professor in action is to be imbued with the spirit of his ardor for imparting knowledge.

He cites as first love his family, consisting of wife Ruth Anne whom he took as a bride to Europe. While he was teaching at the University of Bordeaux their daughter Annette was born. J. Lloyd, Jr., an artist in New York City, was born while his father was on the faculty of the University of Illinois. He is unmarried. Annette, who lives in Compton, California, has presented her parents with four grandchildren.

After family and teaching, scouting is listed by the judge as being dear to his heart. He has been a scoutmaster and was judge of the Court of Honor, Willamette Council area, for 12 years.

A keen interest in discussion has led to the conducting of a number of forums at town hall meetings, acting as moderator of the Corvallis Town Hall of the Air, local radio and other discursive groups. He was, as might be surmised, a varsity debater and took part in dramatics in undergraduate days. His interest in matters judicial as well as academic is evident in his skill as a lawyer. He was admitted to the Oregon Bar in 1930.

In a pithy statement Judge Le Master sums up the importance of OSEA to the state of Oregon. Says he:

"In OSEA we have an opportunity to render a real public service. We have the organization through which we can find the answer to the question: How can we render the best possible public service in Oregon?"

"This is not a one-way street. (Continued on Page 4)