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The SENTINEL and OSEA "fight for your right to know."
And fight for your RIGHTS!

FROM THE EXECUTIVE SECRETARY'S CALENDAR

March has been a great month with the association. Highlights include:

March 1. A meeting of the combined welfare chapters in Salem to get the classification and rates study of personnel in that group under way. A questionnaire from the desk of Bill Long, president of Chapter 31, is being circulated to gather vital information. This questionnaire is but one of the tangible items to come out of the meeting. The Salem chapter is busy with recommendations regarding rates and comparisons with other state and federal groups in like fields.

March 5. A session was had with the Bureau of Internal Revenue at Portland concerning the deduction for state employees required to take meals on the premises for the convenience of the employer or state. This afternoon session resulted in an unfavorable ruling on the part of the pre-audit people and it was decided that a request for a ruling from the commissioner was next in line with a test case a must in the event of an adverse ruling of the commissioner.

Meanwhile George Gourley contacted the Board of Control and was instrumental in getting a letter to institutional heads requesting that they certify individuals in the above indicated category as being in a position of taking mandatory meals at the convenience of the state. This was done in most instances.

Following the session with the Internal Revenue people a trip to Eugene was made to hear Judge J. Lloyd Le Master address a group at an organizational meeting of University of Oregon professors and employees on the merits of OSEA and the reasons why the faculty should join. Preparatory to this meeting individual letters had been sent to everyone listed in the university directory.

Although the turnout was small, as the night was one of the worst of the winter, the trip and effort were not without reward. Dr. Waldo Schumacher, an authority in the field of social science, joined Webfoot Chapter 49.

March 6. Met with Chapter 29, our largest, in Corvallis. Those promotion-minded people have no intention of standing pat with the largest chapter membership in the state. The current figure as we go to press is 345.

March 7. Over the mountains through a minor blizzard to Lakeview. This, our smallest chapter, is also truly outstanding. They have developed their potential membership to the highest point of any of our chapters. Hats off to Lewis Hadley and Mary Burton and for that matter the entire Antelope chapter.

It was here at Lakeview I had the privilege of meeting another OSEA stalwart, Webb Ross. I picked District Director Willard Cottingham up in Bend for the circuit. Curly Cottingham is another man to get the job done.

March 8. Met another group of chapter officers who devote time and effort to the cause. Dick Young, John Mitchell, Max Mitchell, Charles Iverson, Mary Clark and Molly Williams represent the combined Klamath Falls, (Highway), and OTI chapters.

March 9. The drive with District Director Cottingham to the Bend chapter of which Curly is president, and the pot luck dinner following the meeting made the evening memorable.

Roy Vaughn, whose picture and story appear elsewhere in this issue, had just received a telegram from R. H. Baldock congratulating him on having been awarded the \$500 merit award prize for his snow plow hood. The telegram pleased Vaughn, I'm sure, as much as the check itself.

That same night another instance of OSEA in action occurred. A maintenance man brought a problem to the chapter after having discussed the matter with his supervisor earlier in the day. The grievance was settled then and there on a friendly basis with Webb Ross the key figure in the resolution of the difficulty. This presented an example of men of good faith and good conscience settling their differences.

Guest Editorial A CHALLENGE By Kenneth O. Warner

Director Civil Service Assembly
of the U. S. and Canada

I welcome the opportunity to address a few words to members of the Oregon State Employees Association. During my three-year residence in Portland (1938-1940) I gained a high regard for you folk. Because of this first-hand knowledge of Oregon and Oregon's citizens I do not hesitate to issue a challenge to each one of you. If you can meet this challenge you will put your state government and yourselves, its public servants, in an enviable and high position.

I challenge you to seek the goals of your association for the good of all the citizens of Oregon, not chiefly for the personal benefit of your individual members. In so doing, I believe you will more surely gain the recognition and benefits you properly deserve.

In my judgment, government employees themselves have got to lead the fight to stop the unwarranted charges made by many that they are "bureaucrats, loafers, and second-class workers." I fear some public employees have heard these charges so often they believe they are true. At any rate employees have done too little to disabuse the public mind of its inaccuracy.

In my own experience, I have found public employees to be a competent, highly dedicated group. In countless individual cases, the career civil servant in our state governments is head and shoulders above his counterpart in private employment.

The real question is: How does a group of state employees achieve recognition, get acceptable conditions of work, and reasonable employee benefits—and at the same time maintain the active support of citizens, legislators, and administrators?

That question leads back to my challenge. For your consideration I suggest several lines of attack:

1. Get on a bandwagon to sell the public servant of Oregon on his individual merits. You know of many instances of superior performance done without ulterior motives. Ferret them out and tell the world about them.

2. Approach management with concrete suggestions of how the job can be done more effectively at less cost. Stated another way, find ways to render better service with fewer people and in shorter time. Then tell everyone what you're doing.

3. When you are aggrieved by policies and actions dictated by management, approach a solution in a positive manner. Follow the cue that such policies and such actions do not give Oregon citizens the best possible service.

4. Through your good deeds lead the management of your state to the enlightened view that good performance and good service comes when supervisors and executives are "employee centered" in their outlook and not merely "production centered." The emphasis here is on demonstration, on doing.

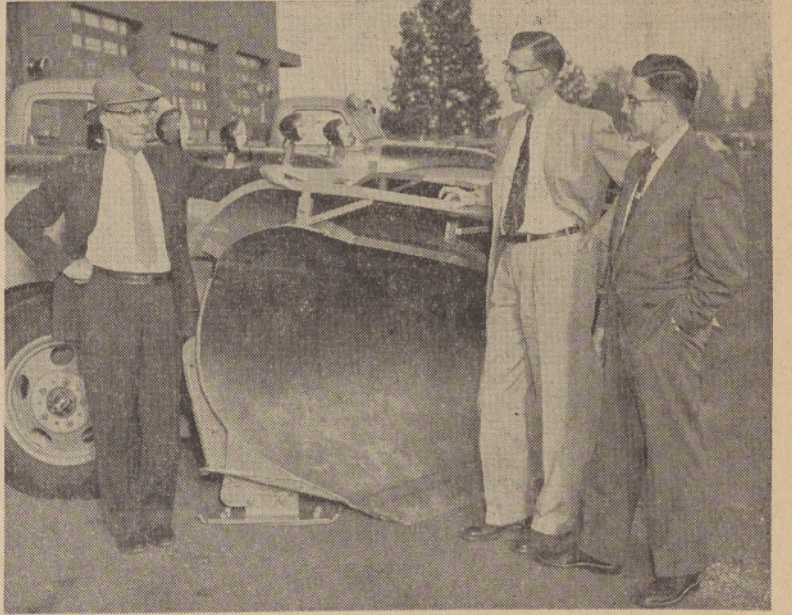
Perhaps I've labored the point enough. I know many of you share these views. The task is to "put them over," to get the public to understand that you sincerely want to make the public service of Oregon the very best.

The long-run welfare of Oregon state employees depends upon widespread public acceptance and support. For that reason I believe you can achieve your own personal rewards through a concerted campaign to show your citizenry that you deserve to be treated not only as good employees but also as first-class citizens.

To the families of Willard Herman Wirtz and Allan Greene THE SENTINEL extend sympathy. Wirtz, a deputy state corporation commissioner, had been an attorney with the state since 1931.

Allan Greene was an examiner for the State Banking Department. He had been hospitalized since December and had been a Salem resident since August.

Our sympathies go also to Bettie Sumpter of the unemployment compensation commission whose husband Chris has recently died.



Ray C. Vaughn, \$500 Award winner, explains his snow-plow hood to Gene Huntley, (left), OSEA Chapter 1, and Warne Nunn, Willamette Chapter 21.

Maximum Award Presented by Governor To Roy C. Vaughn

The first \$500 Merit Award granted by the state employees suggestion awards board was made to Roy C. (Jack) Vaughn of Redmond. Presentation was made by Governor Elmo Smith at a special ceremony at the new division office and highway shops at end March 23.

Vaughn, highway maintenance foreman and a member of OSEA Chapter 3, Bend, received the award for his development of a hood for snow plows for use in dry snow. Based on a principle of suction action which forces the snow down under the hood and over the plow, its value lies in keeping the windshield clear, thus permitting speeds up to 35 miles an hour as against 15 miles.

The highway department plans to use these hoods on 50 snow plows in eastern Oregon beginning next fall. While the savings in dollars effected can run to \$20,000 as the hoods are extended to more plows, the safety factor is inestimable.

Three plows equipped with the hoods were displayed during the special 6 p.m. ceremonies. The inventor explained the device and told how, as a former snow plow operator, he developed the idea.

The governor with Mrs. Smith and Mrs. Vaughn and about 50 others attended the ceremony which was transcribed and re-broadcast by Bend station KBND. Visitors included division engineer Dean Swift, assistant engineer L. H. Warfield, Bend shop superintendent Floyd Starkey, Warne Nunn, (PUC) and Gene Huntley, (Highway), both the latter personnel men of Salem.

The group was taken on a tour of

CALENDAR.... CONTINUED

March 12. Meeting of the Insurance Committee in the offices of the liquor commission, Portland. Don Barnick and the others of this committee are working for the betterment of our already superior insurance programs.

March 13. A noon meeting with the Library Chapter. That evening two chapter visits were made with Jim Polley, District Director of District 9. Later that evening the Deer Park Chapter was visited.

March 14. Headquarters staff met with Chemeketa and Marion chapters. A delightful potluck dinner followed.

March 15. H. Q. staff enjoyed participation in the state wide Forestry conclave.

March 16. A meeting with our valiant snow-fighters at Government Camp where a feed was spread for the Mt. Hood Chapter. Refreshments were donated by a local citizen. Folks up there think our highway boys are all right!

March 20. The meeting with liquor commission chapter at the Eagles' hall in Portland presented an opportunity to meet the members. It proved an interesting and informative session.

March 21. Attended a meeting of the Public Service Forum, Salem, at which Governor Elmo Smith spoke.

March 23. Judge LeMaster and Roy Taylor met with the faculty group from the Eastern Oregon College of Education, La Grande. Result: A new chapter is imminent.

March 28. With P. M. Brandt attended a meeting with the Oregon Technology Institute faculty at Klamath Falls.

inspection of the new shops which received favorable comment from Governor Smith.

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