



Incorporated

January 4,
1945"Welfare
of State
and
Employee"Published monthly by the Oregon State Employees Association
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*The SENTINEL and OSEA "fight for your right to know."
And fight for your RIGHTS!*

EDITORIAL

(Reprinted from the Connecticut State Employee)

"The inspiration for this month's editorial is furnished by Roy Taylor of the Oregon State Employees Association. Oregon is so far—and yet so near!

"He tells the story about a young man who fell madly in love with a beautiful secretary in his office. He was approached by his boss who said, 'Sam, I notice you've been dating that secretary pretty often and I think you should know that she's neurotic.' Sam answered, 'Well, maybe, but I'm broadminded. She can go to her church and I'll go to mine.'

"The moral of the story is that the young man didn't know what neurotic meant.

"In the same vein there are too many state employees in Oregon who don't know what the OSEA means—and too many state employees in Connecticut who do not know what the CSEA means.

"Individual CSEA members see state employees every day who have no conception of what the CSEA stands for, and yet, it is the duty of members to see that non-members are informed.

"A member should talk CSEA to a non-member whenever he gets the opportunity and persuade him to join. It is to your advantage to have him belong and add his voice for increased benefits. It is to his advantage to join too. You can help each other!

"The CSEA has accomplished innumerable benefits by using the best approach. At legislative sessions and departmental conferences, the association relies on a frank presentation of accurate verifiable facts. In our estimation, noise can never replace a truthful presentation of the facts to gain the respect and consideration of department heads and legislators. The CSEA believes in performance—not promises!

"Right now, the CSEA membership is at an all time high. However, we want to reach that 10,000 mark. If each individual CSEA member convinced just one non-member each, we'd have nearly every state employee in Connecticut.

"Take the time—soon—to explain the advantages of the CSEA to a non-member and know that you have contributed to making your association a better and stronger voice for yourself.

"Remember that there is no easier job than selling a person something he really needs. Every employee needs the CSEA!"

Does this have a familiar ring? It should. You read it in your March Sentinel, Field Fax. The Connecticut State Employee used it and we reprint that paper's adaptation.

Outlaw, President
Fairview No. 57

Installation of officers at Fairview Chapter was held Tuesday evening, June 12, with James Polley, Director of District No. 9 administering the oath of office.

Receiving the oath were E. C. Outlaw, president; Pauline Marshall, secretary; Elsie Smith, treasurer. Delegates to General Council at Fairview are E. C. Outlaw, John Thiesen, Pauline Marshall, Lenora McCoy and Elsie Smith.

Wylie Graham, OSEA Insurance Director, explained CSEICO insurance to the group. Graham stated that the company enjoys better than 90 per cent renewals. Said he:

"Sound company policies account for this high renewal percentage." He brought out that federal and state employees are away up near the top as insurance risks.

James Polley expressed the opinion that OSEA should stress future benefits to be gained. He told of legislative plans under way such as the retirement law and other matters of extreme importance.

Also in attendance at the meeting was Polly Predmore, who urged upon the group the importance of appointing an active, alert press representative to report chapter news. Pauline Marshall is at present acting in this capacity.

Jasper Lewis reported that Mrs. Lewis was ill and unable to attend the meeting.

Guest Editorial

SAFETY IS PERSONAL

By Marshall N. Dana, Secretary
Highway Lifesavers Committee
of Oregon Citizens, Inc.

Has "Safety" become a worn, dull and uninspiring word?

Some of the delegates to the Western Regional Conference of the President's Committee for Traffic Safety, held in San Francisco, May 31 and June 1, reached this very conclusion.

One of the Oregon delegates thought it would be desirable to change the words, "Drive Safely," which appear on the signs at entrances of Oregon's cities and towns, placed there by the State Highway Department at the request of Oregon Highway Lifesavers. If a change is made perhaps there would be room for, "Drive to Stay Alive."

Roy Carlson, acting Chief of the Washington State Patrol, said that his organization intends to use the words, "Drive Legally." Just how a term like this would be more effective than, "Drive Safely," we are not sure. The force of the words, however, is obvious.

Washington has relied greatly upon strict enforcement as a means of cutting the tragic traffic toll. Oregon has used more the appeal to personal responsibility on the part of more than 800,000 holders of licenses to drive motor cars who are registered in Oregon.

Very soon there will be a change that reaches beyond merely the use of a word. On July 1 the Motor Vehicle Division will pass from the Secretary of State to the Governor. Already, Governor Smith has given consideration to the creation of a committee or commission of top executives representing major state government divisions that have traffic responsibility.

In cooperation with such an official state program will be citizen support organizations such as the Oregon Highway Lifesavers. When we have a definite program set forth in specific terms it should be possible to reach more motorists with the appeal for safe driving.

It should be possible to cut the number of traffic accidents which recently have again been increasing.

The Traffic Safety Division tells us that we had 65,741 motor vehicle accidents in 1955 as compared with 59,839 in 1954—an increase of 10 per cent. The number of persons injured reached 15,442, which was an increase of 11 per cent over 1954. The killed upon our streets and highways totaled 414 in 1955—which was 2 per cent less than in 1954.

This bloody record emphasizes the need for acceptance of personal responsibility in driving.

It also reveals the increased number of cars driven by an increased number of drivers over an increased highway mileage. The mileage death rate was 5.8 in 1955 to compare with 6.2 in 1954. This means how many deaths per 100,000,000 vehicle miles?

We compared well with the national average mile death rate in 1955 of 6.4.

The Regional Conference at San Francisco reached the conclusion that primarily responsibility for traffic safety rests upon states and communities. This is undeniable. Some consideration has been given to federal legislation on the subject.

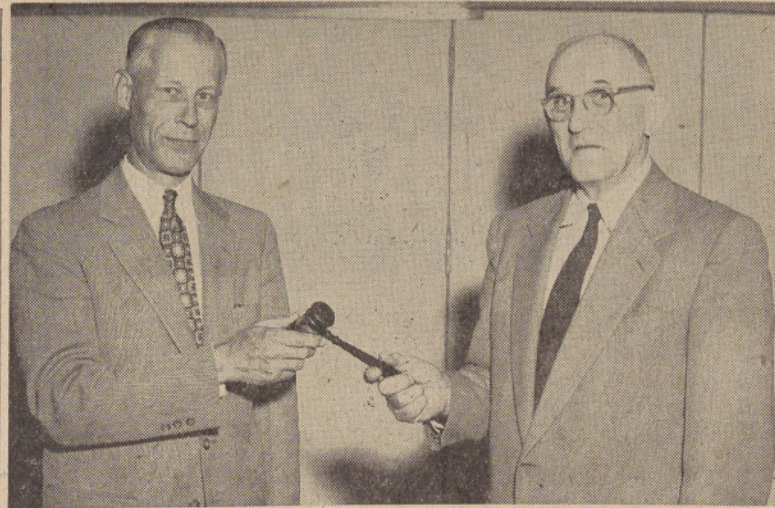
There is a great deal of interstate driving that could be made subject of federal control, but the fact is that individual responsibility accepted by individuals, practiced and applied, after all is the preventative that outranks all the laws and all the officers—important as they are.

More than 38,000 traffic deaths a year in the nation, more than 400 a year in Oregon, and with a money loss of \$4 billion in the nation and \$46 million in Oregon, set up warnings that cannot be disregarded.

We are in a war against death and every highway is a battlefield.

Picnic Time

Corvallis Chapter 29 is planning a picnic for July 25 at Avery Park, Corvallis. Everyone is welcome to attend this family-style potluck dinner al fresco, Ralph Wheeler, new president, announces. Ralph Harding is committee chairman for the affair.



EUGENE—Dr. Louis Slegle, president of Oregon State College Faculty Chapter 72, presents gavel to Dr. Waldö Schumacher, president of the new University of Oregon Chapter 77.

Dignity of State Employment

By Ross Newcomb, OSEA Director of Public Relations

Ideas based on misconceptions often gain acceptance and persist in the minds of men. Since this is so, it follows then that it is in the minds of men that corrections must be made in order that proper values may be recognized.

An attitude in which all public employees should be interested in fostering concerns the dignity of state employment. Too many of us have too long tacitly lent credence to the erroneous impression that state workers might be regarded as being in a notch beneath those doing similar work for a private employer. If this attitude is to be changed we must each take positive steps to dispel the myth.

How did such an idea start and develop? Undoubtedly it stems in large measure from the old "spoils system" under which political debts, favoritism and nepotism resulted in positions being filled by many whose job-security lay in whom they knew rather than what they knew or the effort they expended.

There may also remain a lingering memory of the "make-work" days of WPA which would serve to plague the reputation of the public employee. That public service was not completely discredited under such a "crutch" is due to the fine qualities of a substantial proportion of career employees.

A recent questionnaire sent to a random sample of five per cent of OSEA membership included a request for information relative to the matter of the amount of formal schooling as well as supplementary education taken by the recipient.

Although the data have not as yet been fully analyzed, a cursory examination of the returns, (which totalled 60 per cent), reveals that an amazingly high percentage of OSEA members who did not attend college have made an effort to improve their status by attending business schools and taking correspondence courses of extension work.

This is indicative of the quality of OSEA's membership. It also is illustrative of the fact that state employees as a group are forward looking and characterized by a willingness to make a considerable effort to advance.

Although graduation from a college is not necessarily a guarantee of superiority or initiative, it is a mark of achievement and signifies much about an individual. Even when the academic staffs of the State System of Higher Education are excluded from the tally, a considerable percentage of Oregon state employees have college degrees. In the classified service alone, the fields of engineering, medicine, social science, biology, forestry, business and many others, are often represented by advanced college degrees.

The valuable ideas that have come forth as a result of the Employee Suggestion Award program reveal a great deal about the quality of intelligence of those in state employment. It should be noted that many employee-suggested ideas for improvement equally as worthy as those brought to light by the award program have been put into practice in the past.

Tributes to the quality and quantity of work put out by the public employees and praise for their devotion to duty are heard with increasing frequency. Such tributes often are voiced by men who have come to positions of administrative importance from the ranks of business, law or medicine. One of these men was heard lately to opine that the hours many state employees work during emergencies make a lot of private businesses a good place to take a vacation. This kind of interest and dedicated effort is not a commodity to be purchased. It must be inherent with the individual. Or it may be acquired through example and precept. For, as in the case of the

devoted public employee, he or she inspires others to do their best.

Today, thanks to the insistence of OSEA and other constructive organizations, the Legislature has provided a Civil Service law, a Civil Service Commission and a merit system of employment which has eliminated many of the abuses which, in the past, have clothed state service with something less than the dignity it deserves. True there still remains room for improvement in Civil Service matters, and this is something toward which all OSEA members in co-operation with their Association should strive.

Merit now plays a considerable part in the selection of state workers, since definite standards must be met before a candidate is even placed on the list for a classified position. Job performance is constantly being reviewed and rated. Salaries are more nearly in line with those of comparable positions elsewhere than has been the case. In view of all these considerations, there is increasingly less reason for anyone to speak disparagingly of those in state service.

So, the next time you hear about public employees being just clock-watching coffee drinkers with their fingers in the public pocket, you'll do yourself and state employment a real service if you take positive issue with the scoffer.

Chances are he is repeating parrot-like remarks he has heard in the past. If, on the other hand, the critic has encountered one of the rare exceptions—which mar the most enviable record—undoubtedly you and OSEA can team up to rectify the situation. You will thus again be doing yourself and state employment a real service by contributing your part toward dispelling the myth.

Let's take positive steps to show the justifiable pride and satisfaction we have in being employees of the State of Oregon. Remember state service is your chosen career. You can add to its dignity and to your own stature by speaking the truth and shaming the detractor!

The new Sunday School class was made up mostly of three-year-olds. The teacher, testing their knowledge of the Bible, asked:

"Does anyone know who St. John was?" No response.

"Anyone ever hear of Mark?" Still no answer.

"Some of you MUST know of Peter. Who was Peter?"

"I think," lisped a small voice, "he wath a wabbit."