

Incorporated
January 4,
1945



"Welfare
of State
and
Employee"

Published monthly by the Oregon State Employees Association
320 North Church Street, Salem, Oregon

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

EDITORIAL

"Volunteer Fire Fighters"

When a friend and colleague of more than fifteen years asks, "What do you get out of serving on the Board of Directors?" and obviously expects the answer to include mention of monetary remuneration for the many hours spent away from home, or cash compensation for the anguish which is part and parcel of trying to do the best possible job of helping to guide Association destinies—it is time to stop and take stock of the situation.

In a voluntary organization it is normal for a relatively small segment of the membership to do most of the work while the remainder expresses its enthusiasm through such remarks as, "I pay my dues, do I have to go to meetings, too?" It is probably also normal for an American citizen, to feel entitled to exercise his prerogative to sit on the sidelines and criticize the conduct of the game—whether it be baseball, horseshoe pitching or advancing the interests of state and employee.

The answer to the question, "What's in it for you?" of course, has nothing to do with money or finances—and anyway, the answer is not the purpose of these observations. This is, instead, an attempt to raise the question, "What does the average state servant really think of his Association?"

Studies of diverse groups of employees throughout the country generally show that though members subscribe to the objectives of the units to which they belong, there is a common lack of group consciousness or identification among them.

It is likely there are a lot of subconscious reasons to explain the seeming indifference of the membership of most organizations. People quite possibly have an underlying fear that membership in a group designed to do collectively what the individual can not do by himself, is an admission of inadequacy. If this is so in any degree, it probably stems from traditional pioneer respect for self-sufficiency and rugged individualism. That it may be so

seems to be borne out by the reluctance of many members to utilize established chapter grievance procedures which have proven mutually helpful to employees and administrators alike in nearly every instance where they have been fairly tried. Strangely, those same individuals do not seem hesitant to "gripe" about a real or fancied grievance on the sidelines or to criticize the Association and its hardworking volunteer and staff workers for permitting the alleged conditions to continue.

The average member makes his apathy most apparent at the chapter meeting where too often he is among the missing. Such a situation is well illustrated by a news item headline in a recent employee publication which read, "97 Per Cent of Chapter Members Miss Inspiring Discussion and Entertainment at June Meeting."

Despite a genuine desire on the part of chapter officers to learn the true membership feeling on various issues so that they can handle them effectively, too little response is generally forthcoming to enable them to do more than use their own best judgment. That's when the roof sometimes falls in!

Like as not chapter officers, the Board of Directors and headquarters staff members are accused of such things as running the show their own way without consulting the members, or of forming cliques and trying to keep control. It is the old story of being condemned if you do—or if you don't.

In 72 chapters of OSEA there are fewer than 400 elected officers. Even when the Board members and Council delegates are added, it is only about six percent of the membership that is represented in this relatively active category. We need to augment the brainpower of that six per cent with the thinking, ideas and ingenuity of a lot of other members too.

Perhaps it would help if every state employee would take the attitude that OSEA is like a volunteer fire department in a small town. Ev-

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Guest Editorial



A GOOD CITIZEN
By S. C. Earnst

I have long believed in the words of our Master: "Do unto others as you would have them do unto you." I have found too that in helping others my own interests have been furthered. It is a demonstrable fact that in putting the Golden Rule into action one profits financially, socially and in many other ways.

In being a good citizen we do not have time to become selfish, haughty, materialistic or bigoted. We do on the other hand learn to be more unselfish, more courteous and considerate, ever seeking the welfare of our children, our families, our neighbors and fellow citizens.

Some might ask: Who is our neighbor? A neighbor is anyone whom we may be called upon to assist, "... even as you do unto the least of these ..."

To be a good citizen we must be a good soldier. We may be called upon to fight in wars in defense of our country and our homes. Or it may be our privilege and duty to exercise our intelligence and judgment in the struggle to retain the freedom we Americans prize so highly.

Here too we must follow the precept that "we must all hang together or hang separate." In unity there is strength and by forging many lengths of chain together we build strength. There is no better example of this than in the Oregon State Employees Association. The Association functions, not by compulsory methods, but by united action to bring to light matters that need correcting or adjusting. Only with sincerity and strength of purpose is it possible to bring employer and employee to a common meeting ground where all can be neighbors and good citizens together. We will not then need to worry about results.

We should not think of OSEA so much in terms of what it is doing or will do for us but what it can and will do for our children and our neighbors' children.

Working together with this thought uppermost, we can and will be good citizens.

State Employee
Suggestion Awards

(Continued from Page 3)

Davis is a member of Fairview Chapter No. 57.

Another employee at Fairview Home, Bessie Hancock, was awarded a Certificate of Merit for her suggestion that garbage cans be enclosed in locked wooden boxes. Also receiving Certificates for commendable ideas were Victor E. Alexson, who works at the State School for the Deaf, and Ruth Florence Raynee, with the Board of Forestry. Alexson suggested a method of repairing threads in broom handles and Miss Haynes suggested that a buzzer system be installed on the receptionists desk for all telephone extensions in the Forestry building.

Industrial Accident
Commission's New
Rate Schedule Out

The Oregon Workmen's Compensation Law requires the State Industrial Accident Commission to review the employer's base rates of contribution each year, and revise them when necessary.

The new booklet on the schedule of base rates show the base rates which became effective July 1, 1956.

Ways and By-Ways

By VIRGIL G. O'NEIL

While on a recent trip to Michigan, the writer was impressed with the litter problem along the nation's highways and its application to Oregon. The journey traversed major ways of travel and several by-ways and convinced me that in Oregon we are relatively superior to many states.

There are many kinds of litter along our individual pathways and things look brighter when and where there is less in evidence. One thing is clear, that we in Oregon have much of which we can justly be proud. Are we State employees proud of Oregon, our employer? Pride Can Be a Virtue

Much is written on the evils of pride—less is said of its proper place in life. Pride of employment is a virtue. It indicates that the employer is generally decent in the treatment of his employees. It contributes mightily to the employee's sense of well-being, so necessary to honest employee effort. I believe Oregon is generally worthy of our pride, and that we, as its public servants, must serve well to deserve good pay, good working conditions and high respect. Ways and By-Ways of Activity

Some minor, but desirable, by-ways of OSEA activity should include social activity, participation in community projects, personal activities in organization functions, a small measure of "self-glory" to its leaders, and cultivation of a sense of importance and belonging for each member. Other by-ways such as purchase discounts and special privileges for members only, appear to the writer as "purchase of members" when the emphasis is placed on personal material gain. I do not say that desires for personal gain are wrong; I protest the placing of the emphasis. A virile organization survives on the substance of a steady diet of worthwhile projects planned to achieve lasting benefits for others as well as itself.

One major way of realizing the full objectives of OSEA, with resulting

permanent benefit to Oregon, is through strength of members and strength of voice representative of honest, able and conscientious employees who present their just demands with clean hands and no litter.

The Way to Success

Is OSEA mature enough and strong enough to take a leading position in State affairs? I say, "YES." We may not yet number 90% of State employees as members, but we are the largest organized group. We may in the past have "spoken softly" but we do carry the biggest stick! We may not have capitalized to the fullest extent on favorable publicity, but we do have the know-how. We have not instilled a general spirit of enthusiasm for OSEA among all State employees, but that can and will come as we become a little more courageous and use more fully the tools already acquired.

During the 12 years of my OSEA membership, in several capacities of service, I have frequently expressed personal opinions. At this writing, I am highly pleased with the new spirit and progress that OSEA is showing.

Members of any organization need to feel that they belong to a strong group, one able to deliver the goods to the advantage of the whole, with benefit to each. Members like the "way" of power and importance. They expect the organization to speak and act for them in the way that they, as persons, would like to do but for personal reasons are reluctant to do. They respect courage and action.

Positive and forceful OSEA action on employees' problems will give strength, pride and enthusiasm to its members; will attract new members. OSEA members have a right to expect courageous leadership; they want continuous and well-publicized action ALL the time.

The way to success is to appear to be active all of the time and to be successful most of the time!

Nunn Gives Credit To Staff, OSEA



Warne H. Nunn, Governor appointee to direct new Motor Vehicle Department, and Red Cross vice-president elect to the state Red Cross program.

Warne H. Nunn, recently appointed by Governor Smith as director of the newly created Department of Motor Vehicles, also assumes a new role in the state Red Cross program. His election to the post of vice-president of the regional Red Cross program expands his scope in Red Cross work to include counties of Southwestern Washington as well as all of Oregon.

Nunn voiced an appeal to all OSEA members, state-wide, to cooperate in the blood program. He stressed that it is one which vitally affects the entire state and the nation as well.

Recognizing that whatever success the Motor Vehicle Department may enjoy will be dependent upon the "... whole-hearted active interest and cooperation of every member of the division ..." Nunn expressed appreciation of his co-workers. Of his OSEA association, he said:

"I have enjoyed working with OSEA in the past and look forward to continued association in the new department."

