

Eastern Oregon To Accelerate OSEA Interest

Stewart Bunting, president of Sacajawea Chapter 73, La Grande, will be the principal contact man for a stepped-up program of OSEA public relations in the eastern Oregon area, according to Dell Lamb, headquarters staff informational representative. Lamb, in a promotional visit to the La Grande area December 13 and 14, together with Bunting, laid the groundwork.

Ken Lillard, manager, and Chuck Stauffacker, special events director, radio station KLBK, will carry a five-minute program for OSEA on a sustained twice-a-month basis. A straight newscast will alternate with an interview type broadcast. Stephen Loy, managing editor of the Evening Observer, La Grande, will increase the coverage of news pertinent to the Oregon State Employees Association in addition to a special feature on the current salaries and wages report.

The local chamber of commerce pledged itself to do whatever possible to boost the public consciousness of OSEA developments in the area which now ranks sixth among metropolitan communities in concentration of state employees with a monthly payroll of \$106,500.

In an interview between Dr. Frank B. Bennett, president of EOCE, and Lamb, Dr. Bennett expressed keen interest in OSEA and declared that he would continue to urge full cooperation among faculty members. Dr. Gordon Clarke, president of EOC faculty chapter 74, and Carlos Easley, chapter insurance chairman, indicated interest in an expanding OSEA program.

Clark and Easley expressed the opinion that "OSEA should be 'sold' on the basis of group participation" emphasizing the psychology of "belonging to something" constructive. The value of OSEA as a support opportunity was stressed.

Building Corp. Comm. Seeks Answers to Questions on Building

The membership of OSEA might be interested in some of the problems facing the building committee appointed by President LeMaster to carry out the action of the General Council last November.

Among questions involved are: (a) How large a building do we need? Should we build a structure merely large enough to house the headquarters staff of OSEA, or should we construct a building large enough for headquarters and with additional space for rental purposes which would help liquidate cost of the building.

(b) Should we provide auditorium space for chapter meetings, Board of Directors meetings and possibly for our General Council? Would the Salem chapters be sufficiently interested in auditorium space to pay the rental necessary for the amortization and maintenance of such space?

(c) Should the building be constructed as close to the Capitol Mall as possible or should it be further away where property costs and taxes are probably much lower?

The above questions must be resolved before we will be able to determine the minimum amount of capital required to finance the building. Building costs will run on an average of approximately \$10 per square foot for single construction. Two-story construction would probably run approximately 75 per cent more and a basement would perhaps run approximately 50 per cent over the basic single-floor construction cost.

There is a strong demand in the Salem area for rental space, providing sufficient parking is available on the property. Rental space without adequate parking is not desirable.

We have an opportunity to acquire one piece of property within a block of the Capitol Mall which would provide a building site and parking space for approximately 50 vehicles. The cost of this property is quite high.

These are a few of the questions facing the committee and they are questions of vital concern to the membership of OSEA. The committee would be interested in the opinions from the organization, and would appreciate it very much if the members would discuss these problems and write the secretary of the Building Corporation, Ken Conover, giving us the benefit of their desires and their thinking on these questions as well as any other matters affecting the building which they may consider to be of importance to the Association.

Communications should be addressed to Ken Conover, Secretary State Employees Building Corporation of Oregon, 320 North Church Street, Salem, Oregon.

Marion Horton, President, Ken Conover, Secretary Ed Chidsey Harry T. Allan Gertrude Chamberlin Mark Sayre Edwin A. Bamford Ross Newcomb.

your activities, your conduct in executing policies and your foresight in promoting objectives must be carefully weighed in the light of what is in the best interests of the Association as a whole. Through the strength of our organization are your desires best realized.

There is much to accomplish, much to seek and to anticipate in the coming years. We must be vigilant, always on the alert and unafraid of responsibilities for decisions made by our democratic processes.

Every member is not only heir and protector of our past but also guardian of our future. OSEA has a great future ahead in meeting the needs of all employees of the state and improving state service in Oregon.

ARE YOU LISTENING?

OSEA is now on the air. KOAC, Corvallis, carries a five-minute newscast of activities and current news of the Association. The time: Monday, 6:15 p.m.

Your cooperation is asked in supplying us with items of interest for the broadcast.

Chapter Meetings

Reports of recent OSEA chapter meetings, of which some half dozen have come across the editor's desk, would indicate a variety of subjects discussed.

OSEA's tentative plans for constructing its own headquarters building, the November General Council and Resolutions passed, the salary and wages study, dues increase, membership plans, grievance matters, the OSEA insurance programs and Christmas party plans were topics of major concern during the month.

OTI Chapter 36, Klamath Falls, through its secretary Barbara A. Cantrall, reports a membership contest with a prize of \$10 for the member signing up the most new members.

Consensus of chapter opinion seems to be that personal contact is the most effective means of gaining new recruits for the Association.

Chapters reporting meetings included the following: Salem 1, C. W. Head, president, and Marion Moore, secretary. This meeting was attended by Ed Taggart, Director of District 2. Oregon 22, Wilbur Breedlove, president, and Phyllis M. Lively, secretary. Webfoot 49, Eugene, Gladys W. Smith, secretary. Belva L. Mayfield reported meetings of Bend Chapter 3 of which William McClay is president, announced attendance of 95 members and guests at a social potluck meeting at the Rim Rock Riders in November. Said Mrs. Mayfield: "Our potluck was considered one of the largest OSEA has had."

Wylie Graham spoke at this meeting and, according to Secretary Mayfield, was a most welcome visitor.

VAFA Chapter 69, Salem, with Wakefield Walker, president, and Helen Smith, secretary, reported having as principal speaker William L. Schaumburg, who discussed wills and trusts.

Keep these chapter reports coming in. Other chapters are interested in your activities and like to learn of your topics of discussion, successful meetings, membership getting plans and so on.

Sick Leave With Pay

The general policy and regulations of the state regarding sick leave for classified employees is contained in Rule XVIII, Section 4 of the Civil Service Rules and Regulations. However, there are many areas of sick leave administration that are not specifically interpreted in the Rules. The purpose of this section of the procedures manual is to offer a guide line or standard for administering sick leave in these problem areas. The interpretations as listed below are established as a norm or guide for the administrator. While these interpretations have been developed as a standard for operation, they are not intended to be restrictive. Individual situations will arise when in the interest of good administration, the departmental administrator may wish to deviate from these guide lines.

1. For purposes of interpretation of the above sick leave rules, who may be considered as members of the immediate family? Mother, father, wife, sister, brother, son or daughter. A person who has served in "loco parentis" also may be considered as being in the immediate family. Normally, other close relatives will be considered as members of the immediate family only when they reside in the same household as the employee.

2. When may an employee be given sick leave with pay to attend a member of his immediate family who is ill? When the attendance of the employee upon the sick member of the family may reasonably be expected to make some contribution to the health and well-being of the sick relative. In case of question, an administrator may ask for a statement from the attending physician attesting to the fact that the attendance of the employee is necessary.

3. For how long a period should an employee be given sick leave with pay to attend a sick member of his immediate family? The period with

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Keeping Oregon's highways clear requires sturdy road equipment and stout-hearted men. Winter scenes such as this are familiar in the bleak high desert country east of the Cascades. Glen Ward, district game agent for State Game Commission, covers 4977 square miles in Heppner area.

New Dept. of Motor Vehicles Saves Money for State

A biennial saving amounting to \$152,000 has resulted since creation of the Department of Motor Vehicles as a separate agency of state government, Warne H. Nunn, director, stated in a recent report to Governor Elmo Smith.

The big savings, Nunn said, came through adopting revised methods for producing driver licenses, \$29,000; increasing operating efficiency of the department's typing and communications sections, \$60,000; reducing automobile operation expenses, \$27,000 and simplifying procedures for handling dead title files, \$12,000.

Several minor items combined accounted for a \$25,000 cut in biennial costs.

Improved Service

In addition to the dollar savings, the report states that changes already instituted have resulted in improved service to the public, making it possible to issue a certificate of title on a car in about three days, a process which takes two to six weeks in many states, and reducing by one day time needed to process a driver license.

Changes accomplished and those planned have enabled the department to request a budget for 541 positions for the 1957-59 biennium, 85 fewer positions than for the 1955-57 period, despite an anticipated six per cent increase in work load, the report stated.

Without reduction in number of positions, Nunn said, it would have been necessary to increase the department's budget request for the biennium by over half a million dollars.

Ex-Employees Placed

"Without a single exception, employees whose positions have been eliminated have been placed in other jobs or absorbed through normal turnover, provided their individual performance has been satisfactory," Nunn stressed.

The report details plans for a personnel program which will include "selective employment," on-the-job training and more effective procedures for measuring employee performance.

Re-organization of Administrative Structure

Detailed also is re-organization of the administrative structure of the department since analysis showed too many supervisory levels insulating the director from responsible administrative heads of units.

Mechanizing as many procedures as possible has been made necessary, the report stated, because of the marked growth of the number of

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From . . . Department of Motor Vehicles

Week of January 7, 1957.

Street and highway crashes killed at least 417 people during 1956, the Oregon Traffic Safety Commission reported today.

The count, as it now stands, is just three more than for 1955, but officials said the 417 toll should "only be considered tentative."

Delayed reports of deaths sometimes filter into the state accident records office for several weeks after the end of the year, and anyone injured who dies within 12 months from the date of the accident must also be added to the final count.

While it's still too early for final figures on accidents and injuries, the Commission said there is little doubt that both columns will exceed the totals for 1955, when there were 65,741 accidents and 15,442 injuries.

These increases, the Commission added, will be felt directly by every Oregon car owner because of the already announced boosts in insurance premiums.

November was the worst single month of the year with 46 deaths. It also ranked worst on a mile-for-mile basis when it piled up a rate of 8.1 deaths for each 100,000,000 miles of travel.

Other monthly tolls were: January, 28; February, 29; March, 28; April, 39; May, 30; June, 35; July, 36; August, 44; September, 39; October, 33; and December (estimate) 30.

automobiles registered in Oregon. A time-table for mechanization extending over a three-year period is included in the report.

(A copy of the complete report is available, on request to the Department of Motor Vehicles, Capitol, Salem).

Heirs to Benefits . . . Guardians of the Future

By Eugene F. Schmidt

During the past years OSEA has been responsible for many benefits for state employees. The two cornerstones of our Association, the Civil Service System and the Retirement System, were secured early in our existence. These have been strengthened and improved during each succeeding year by the vigilance of the delegates to each General Council.

We can take pride in these accomplishments and of our membership gains as well. There are, however, many improvements yet to be made in strengthening all our programs, and long strides to be made in building membership.

OSEA owes a debt of gratitude to the Board of Directors, committee members and individuals who have so willingly contributed time, energy and thought to bring about our achievements. A tribute is due the men and women who have served our organization since its inception.

The groundwork laid during the past 14 years has been formulated by the decisions which have been made by past General Councils. The future of the Association is in the hands of coming Councils. It is the responsibility of every member to safeguard the interests of OSEA. Your wisdom in making decisions,