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

EDITORIAL

Normally an editorial is completely devoted to one subject. However, this writer is going to take this opportunity to mention several things.

First I'd like to say that I appreciate the confidence you have shown in electing me as your public relations director. Every attempt will be made to do OSEA the most good public relations-wise within budget limitations.

Regardless of the amount of formal public relations work that any association does, however, the key to success lies with the members of the group. In other words you as an individual member can help the cause of OSEA tremendously by being a messenger of good will and information.

By talking OSEA and explaining its purposes and objectives to non-members, you can help yourself and OSEA. So how about it? You know how much we need more members and you know we need a strong voice in the legislature.

Our association, in my humble opinion, is the one that will do us the most good if we all work together. We are an organization of Oregon state employees. Each of us has a chance to be heard and we are all directly represented. Our work is directed by fellow employees all within the state. Employees who have the same problems and interests as we do. Our headquarters staff is at Salem, the heart of state government, and exists to carry out our directives.

As we all know, this is a legislative year and it is important that we be well represented. Our executive secretary will do a good job of that. However, if he can say he is representing 10,000 state employees instead of 7,000, his words are bound to fall on more receptive ears.

You have seen and heard about the legislative program of OSEA for this year. The points included in this program are for your benefit and for the benefit of the State of Oregon.

Being a native of our Beaver state, I want to see Oregon continue as a great state. By supporting OSEA, which in turn will support the employees of the state, each of us can help make Oregon better and make conditions better for everyone in Oregon.

So back to the old pitch. Have you talked to a non-member and told him about OSEA? If everyone brings in a new member within the next month, things will look brighter as we look at the days ahead.

—Ron Shay

Guest Editorial

By Warne H. Nunun

The reorganization which has been undertaken in the Department of Motor Vehicles emphasizes once again that which we all know but sometimes tend to minimize, that is, the importance of each individual employee to the total functioning of the department.

Explaining a program, and particularly one undergoing a transition, requires us to speak in broad terms and generalities, yet that program is meaningless without the individual employee who gives it its existence.

I can best make the point by citing an example. In reorganizing a particular unit within the department, we employed all the accepted modern techniques with relation to supervision, improving physical conditions, production controls, proper selection of personnel, etc. This resulted in a significant increase in production and a reduction in waste. At the time the survey started, 31.4 per cent of the forms were wasted through errors. The average now is slightly in excess of 13 per cent with a low of 9.1 per cent having been reached on one day. The improvements have permitted a reduction in personnel from 41 to 33.

Our first tendency is to attribute these advances to the improved techniques. Such is not the case. The work is being produced by 8 fewer personnel only because the remaining individuals are producing more efficiently. The program could never have been accomplished without the willingness of these employees to effect that improved production. The department merely made the opportunity available. It was the clerk typist I's who did the job.

Under the pressure of our day to day activities, we tend to minimize the importance of the individual and to over emphasize such factors as modern equipment, improved procedures, and reorganization itself. Two things, however, should be learned from the experiences of reorganization. First, each employee plays a vital role in the functioning and success of any organization. Second, the employee will always perform at a very high level and with real interest in the program if he is given an opportunity. It is therefore obvious that in its own interest, the state as an employer should provide this challenge, and once that challenge is properly accepted, should provide adequate financial and psychological recognition.

Majority Membership Our Best Method to Influence Legislature

As we enter into 1957 let us keep in mind that OSEA has another year ahead in which we hope to achieve many benefits for you.

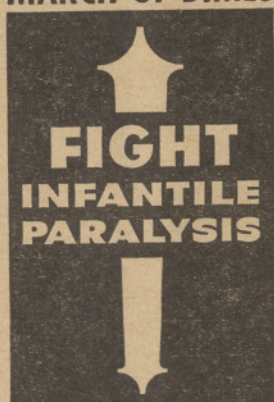
Our Salary and Wages report is out. Bear in mind that the success of this report depends entirely upon our ability to influence the legislature in our program. The best method at our disposal is a majority membership among state employees.

Let each member put forth extra effort at this time to sign at least one additional member. This will certainly give us the majority which will make our progress possible.

Happy New Year!

Hal Lehman,
Membership Director.

MARCH OF DIMES



JANUARY 2-31

Membership Survey Report by '56 Public Relations Commission

(Continued from Nov.-Dec.)

FAMILY CHARACTERISTICS AND INCOME:

Among the married employees, 35.8 per cent have spouses who work full time while 11.5 per cent said their husbands or wives worked part time. If this survey is as truly representative as it appears to be, it would seem that 47 per cent of OSEA members find it desirable or necessary to have two breadwinners in the family to maintain an adequate standard of living. The number of persons in the family living unit averages 2.85. The average number of dependent children is only 1.1.

SALARY, including ALL family income

Income	Per cent
Under \$3,000	7.1
\$3,000-\$4,000	24.2
\$4,000-\$5,000	22.5
\$5,000-\$6,000	20.9
\$6,000-\$7,000	8.8
\$7,000 plus	15.9

Family income is being supplemented with private employment by 21.4 per cent of the members; 8.8 per cent are receiving dividends; 9.3 per cent own paying rental property; and 19.8 per cent indicated other sources of income.

OSEA PROGRAM:

As to OSEA's general program, 21.4 per cent of the respondents feel it is too mild and only one, or 0.5 per cent, considers it too aggressive. The general impression of the overall program is "excellent" according to 9.3 per cent; "good" to 61.5 per cent; "fair" to 14.3 per cent and "poor" to a single individual.

INSURANCE:

Seventy-five, or 41.2 per cent, hold California Western Life insurance and 32.4 per cent are carrying OSEA-OPS. The relatively new CSEICO automotive insurance coverage is carried by 6.0 per cent while at the time of the survey only 4.4 per cent of members were participating in California-Western's highway group plan. The insurance programs should remain the same according to 50.6 per cent but one third of our members want those programs increased still further. One per cent said they should be decreased and 14.3 per cent indicated "no opinion" by leaving the question blank.

GROUP PURCHASING:

A big majority (68.7%) said they do have an opportunity to take advantage of OSEA group purchasing contracts and all but a couple of the others said they had no such opportunity. However, only 39 per cent said they use their chance. Forty-four per cent of those who do not take advantage of such opportunities said

"insufficient funds" was the reason and 53.0 per cent admitted that they "just haven't bothered." Only 1.65 per cent said they disapproved of discount buying.

SENTINEL:

The fact that The Sentinel is read is made abundantly clear by the 46.7 per cent of respondents who said they read it completely; the 36.3 per cent who said they read most of it; and the 13.7 per cent who indicated "some" reading. Only 3.3 per cent said they read it but little.

The Sentinel was regarded as "very interesting" to 21.4 per cent, 73.1 per cent thought "interesting" described it; and 7.1 per cent found it of little interest. No respondent said it was of "no interest." As to material, 83.5 per cent found Sentinel copy well-presented. Nobody said it was "poorly presented," although 14.3 per cent expressed no opinion.

GRIEVANCES:

Grievances and the manner of handling them do not seem to be a major problem. Personal acquaintance with any matter of grievance since joining OSEA was denied by 79.7 per cent of the respondents, while 17.6 per cent were familiar with one or more matters of this nature. Of those acquainted with a grievance, 12.6 per cent said the matter was referred to the chapter grievance committee and 4.4 per cent said it was not. Among those referred, 78.0 per cent were indicated as receiving helpful assistance from the local chapter.

CHAPTER ACTIVITY:

Attending chapter meetings is NOT a strong point among the respondents. Twenty-one, or 11.5 per cent, said they always attend; 31.9 per cent said they usually attend; 40.1 per cent said "rarely"; and 15.9 per cent said "never." Chapter representation at General Council is considered adequate by 49.5 per cent; outstanding by 11.0 per cent; inadequate by 2.7 per cent; but 33.5 per cent said they "didn't know." The delegate's report to the chapter also is regarded as adequate by 40.0 per cent; excellent by 14.8 per cent; inadequate by 3.3 per cent and is an unknown quantity to 37.4 per cent. Receipt of information concerning activities of OSEA in general is considered sufficient by 72.5 per cent. Although 21.4 per cent of the respondents said they were not receiving enough information, they failed to specify the sort of additional enlightenment desired.

ASSOCIATION AFFAIRS:

The OSEA Board of Directors is considered favorably by 48.4 per cent (Continued on Page 8)

CONTEST . . .

\$25 Prize for Sentinel Article

1. How does the OSEA member feel about the man working next to him who is not a member, who pays no dues, makes no contribution of his time and effort toward improving state service, yet shares in all benefits gained by the Association and its members.

2. How does the non-member feel about the Association member who through his dues and tireless efforts has been instrumental in securing for the state employee vacation privileges, a retirement system, a civil service system, sick leave, a basic forty-hour work week, compensation for overtime, per diem pay, liability insurance, defense by State's attorney general, the guardianship against adverse legislation, and the grievance program carried on by the Association that acts to protect the member and non-member alike, although the non-member is not directly represented unless his cause is one that concerns all state employees.

Many inquiries have come in relating to an article about how the two groups feel about each other. The best article should be one written by the state employee who feels the problem.

The sum of \$25 will be paid to the individual submitting the best article under one of the following topical headings.

1. I believe the state employee who does not belong to OSEA is not sufficiently informed because, etc.

2. The reason I do not belong to OSEA is . . . etc.

Rules of contest: Each entry must be double spaced, if typed, legible if written in script it must be not over five hundred words in length or less than two hundred and fifty words. A slight overage or shortage will be accepted. The reasons set forth in the letter must be subject to documentation if stated as factual. All letters will become property of the Sentinel and will be printed at the election of the editor and staff. Copy must be mailed within thirty-five days of the publication date of the copy of the Sentinel in which this item appears. Judging of the contest will be carried on by a disinterested group and judged on the basis of content, reasoning and style with the first two items to carry a weight of forty-five each and the latter ten. The winner will be announced and the prize awarded by July 15, 1957. P.S. This sum is not a charge against Association funds.

NOTE: Of course the non-OSEA member will not see this unless you bring it to his attention. How about circling this article in Red and leave it for his or her consideration. Better yet hand it to non-members and invite them to participate.