

From the Secretary's Calendar

The first two weeks of the 49th general assembly can well be summed up with the too familiar phrase "the chair declares no election." This you have read about in detail in your local paper and hence additional space will not be devoted to it here.

To date two bills have been drafted in final form and are ready to be submitted to the legislature for action. One calls for the payroll deduction of Association dues. The second bill is in response to Insurance Resolution 1-4 56 calling for state participation in Health Insurance. The remainder of the programs calling for legislation was considered in final form by the Law and Legislation Committee February 2 and will be going into the legislative hopper in the near future.

Bills that will be submitted in addition to the foregoing are provisions to incorporate the Civil Service principles into the constitution; for a minimum wage, for competitive wages; for the payment of overtime in cash or exchange time off for those whose salaries are less than \$440 per month; provisions for paying an increment to those having to work the split shift in those cases where the split shift cannot be avoided in the entirety; the increasing from \$4 to \$5 of prior service benefits for those retiring before becoming eligible for social security; a bill to provide for the paying of death benefits to the family of those who are killed in line of duty or die as result of injury received while in line of duty; two bills providing for the deduction of sums to provide for group health and life insurance for retirees; to provide for the state employee's eligibility for unemployment compensation.

We here at Headquarters are gratified at the results of the current membership recruitment program. The salary and wage survey has been having its effect. This, coupled with the work of you people in the chapters, is kicking off the best period of membership growth in the history of the Association. The mail of each day enables the Association to break all previously existing membership records. It now appears likely that at least 1500 new members will be coming into the association during the next few weeks. It is a pleasure to be able to tell the committees that we represent a majority of state employees. The non-member is daily becoming more and more a minority figure. A rather pointed membership ballot that was and is being used effectively by the Welfare group in Portland is reproduced elsewhere in this edition. It leaves little room for choice, but after all is there much basis for a choice where membership or non-membership in OSEA is concerned.

Of all the people that I work for it is perhaps most difficult for me to put the name and face of Linc Pfeiffer together. I think I have called Linc by every name I can imagine other than his own. I at this time make a resolution to get the two together once and for all time.

We hope that the next issue brings some more constructive news of movement of our legislative program. Miss no opportunity of getting our story across to your legislator while he is home on weekends. Miss no opportunity (period) and rest assured that we will be making a like effort.

Recent OSEA Broadcast KOAC, Corvallis KLMB, La Grande

The Oregon State Employees Association announces that its legislative program is now in the hands of both House and Senate members of the legislature. The point by point program is expected to gain impetus as the legislative body settles down to work. Representatives of the Association expressed the opinion that the OSEA program is a carefully planned presentation of resolutions and recommendations which, if passed, will materially improve state service. According to these spokesmen, raising the standards of state employees through increased salaries

"From The State Capitals" . . .

From the Supplemental Report of January 1, 1957, we quote:

"OREGON: A recommendation for a minimum monthly wage of \$210 for state employees was unanimously voted by the salaries and wages research and analysis committee of the Oregon State Employees Association, which estimated there now are more than 1,700 state workers employed at salaries less than \$200 a month."

One gleans from this report that states from Oregon and California to Connecticut and Vermont are seeking pay increases and fringe benefits for state workers. A strengthening of the Civil Service system is noted in several states. In Texas, for example, the Dallas City Civil Service Board recommended that all municipal employees be covered by Civil Service.

In Missouri Governor-elect James T. Blair recommended a general retirement plan for all state employees and placing them under workmen's compensation. And so it goes across the nation. The trend is toward pay raises, increased fringe benefits, a solidifying of the Civil Service system and expansion of the retirement benefits for state workers.

OSEA'ers Put Salary Report Together at Headquarters

Reporting for the production line project were Cecil Head, president of OSEA Salem Chapter One and members Gertrude Chamberlin and P. H. Michael; Denver McComb, president, Forestry chapter 25 and Jacinta Green and Gerald Smith, members; John McElwain, president, SIAC 20, and members Wally Wittrock, Harold Bacon and Dan Zeh; Don Townsend and Keith Crane of Shop and Field 38; Chris Wheeler, president, Chemeketa 64, Bob DeBow and Jean Steivers; member and VAFA 69

OSEA Wants Split Shifts Work Banned

(Reprinted from The Oregon Statesman of January 18)

Members of the Oregon State Employees Association are opposed to split shifts for state workers and want something done about it. The State Civil Service Commission has agreed to cooperate.

At a hearing held this week, the commission assigned staff member Charles Bocci to work with OSEA Executive Secretary James Daniels on a joint recommendation aimed at divided shifts.

Daniels pointed out at the hearing that there are long standing policies against split shifts. He suggested added compensation for those state workers having split shifts—similar to policies used in private industry.

In a draft prepared for the legislature, Daniels sets forth that the state is trailing behind prevailing pay practices in private industry.

Time and a half after 12 hours or an increase of 10 cents per hour is asked.

Civil Service Recruitments

Nation-wide recruitment for Health Education Supervisor, \$480 - \$600. Applications must be submitted to the State Civil Service Commission on or before February 28, 1957.

Continuous recruitment for Engineering Aide I, \$265-\$342; Time-keeper, \$265-\$342.

Recruitment for the NEW Career Service Entrance Examination for College Graduates.

Administrative Trainee, \$310. Personnel Administration, Business Management, Social Casework, Counseling, Research and Statistics, Employment Interviewing, Property Appraisal, Writing and Informational Services.

Applications for the positions will be accepted through May 1, 1957.

Fixed holidays in February are the birthdays of Abraham Lincoln and George Washington.

To Be or Not to Be (For OSEA)

1. Be a worker — Not a shirker
2. Be an assister — Not a resister
3. Be a helper — Not a yelper
4. Be a converter — Not a deserter
5. Be a protector — Not an objector
6. Be a gogetter — Not a fretter
7. Be a boaster — Not a roaster
8. Be a supporter — Not a distorter
9. Be a driver — Not a conniver
10. Be an inflator — Not a traitor

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Chapter Dinner Honors Newcomb

Sixty-five members and friends of Corvallis Chapter No. 29 gathered in the Memorial Union tearoom on the OSC campus at a farewell dinner for Mr. and Mrs. Ross Newcomb Tuesday, January 29. Newcomb is being transferred to Portland where he has been named personnel officer for the State Game Commission.

Chapter President Ralph Wheeler welcomed the guests and presented Mrs. Newcomb with a carnation and rosebud corsage. Karl Drlica, public relations chairman, introduced Professor P. M. Brandt who presented a biographical sketch of Newcomb with emphasis on his OSEA career since 1947. Drlica also introduced M. L. Horton, close OSEA colleague of the guest of honor, who presented Newcomb with a beautiful leather briefcase.

Newcomb's response to this demonstration of his chapter's expression of appreciation for his service to OSEA stressed the importance of widespread membership participation in chapter activity.

"OSEA has played an important part in building a sound state service for Oregon," Newcomb said. "Improved state service and improved status for public employees is synonymous—and OSEA is strength at the grass-roots where it can be instrumental in achieving those mutual aims," he declared.

In concluding his remarks, Newcomb said, "The personal effort that must be put forth in active participation in OSEA affairs is not without reward. The satisfaction of knowing one has had a part in improving conditions for all is considerable—but this farewell dinner provides the greatest sense of satisfaction, the realization that others have appreciated the efforts."

THREE STRINGS FOR YOUR FINGER . . .

1. Pay OSEA dues March 1.
2. Get your Contest Letter in.
3. Send Chapter News for Sentinel.

Remember Heart Sunday, February 24th. "Help your Heart Fund. Help your heart."

In his inaugural speech Governor Robert D. Holmes stated clearly that he is in favor of adequate salaries for state employees, saying that the prevailing rates should be adhered to.



Willing workers make light work of final task of assembling the 93-page Salary and Wage Survey. Volunteers from several OSEA chapters met at Headquarters to assemble the attractive booklet. It was volunteer work right down the line from the OSEA general committee, chapter sub-committees and individual employees who aided in supplying factual salary data, to the wrap-up job of putting the booklet together.

and extending fringe benefits is a sound investment of state funds.

The state, it is pointed out, is in the position of a business or industry which in order to operate with maximum efficiency and real economy makes investments designed to be economically advantageous to the overall setup. Reduction of costly turnover in personnel is a goal for which private industry is constantly striving. It should, OSEA feels, be the state's goal.

OSEA leaders stress that as standards rise state service will be able to attract and maintain more and

more career-minded employees. Salaries and fringe benefits must keep pace with those offered by private industry, they say. In the findings of the Association's salary and wages committee it is emphasized that competitive wages throughout state service would be in accordance with sound business methods.

Among important resolutions passed at the Oregon State Employees Association general council none is considered of greater merit than the one which recommends incorporation of the principles of civil service into the state constitution.

Recently in California the State Employees Association won a hard-fought battle for protection of civil service in their state. A proposal on the ballot to amend the state constitution would have, the California State Employees Association realized, threatened the entire civil service structure. Undoubtedly, had the proposal passed, it would have posed a very real danger. It could conceivably have constituted a similar threat to civil service, the very foundation of state service.