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"Welfare
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TO EACH HIS OWN . . .

There is but one position that O.S.E.A. takes on matters of salary and employment in state service; that position stated briefly is: Efficient state service depends upon efficient career-minded employees. The state must meet competition from all sources to maintain that type employee. Hence the Association's position is that **the state employee is entitled to pay equal to the prevailing rate for his position arrived at by comparison with like positions and practices in private and public employment in our employment area.**

This policy allows each his own. The maintenance man is compared to other maintenance men; the engineer with other engineers; the clerical worker with other clerical workers. There is a decided difference in the make-up of the employment area in state employment. College professors are attracted to our institutions of higher education and conversely leave them on a national basis. This is true of our professional engineers and several other professional and highly technical classes. On the other hand the employment area for custodial, clerical, domestic and like personnel sometimes is confined to the county in which the opening is located, and at no time exceeds the limits of the state's boundaries. This may be established by the job movement in the various categories of state service.

Hence, it is to the advantage of every person working for the state of Oregon to strive for career-service salary for every employee without regard to his skill or profession.

The public, in seeking the services performed by the state, must be presumed to desire high-caliber service at the most economical rate. Economy and efficiency are wed, insofar as state service is concerned. Any non-efficient, non-performing department of state service can but reflect adversely on all branches of state service. We, as state employees, take pride in the caliber of job we render for the public and uniformly strive to keep this standard high. Competent personnel deserve to be paid a competent salary. The State of Oregon can ill afford anything else.

The membership of the employees' association blankets all departments of state service. Keep in mind that one spot on a blanket makes it less salable on the store-room counter. One department, rendered inefficient due to lack of competent personnel, will be cited as **the** example of all state service. We must back the maintaining of efficient, courteous personnel in all departments and in all institutions. The state service might well get along and prosper without great and expensive names, but, it can't progress without great workers, solid administrators, and competent staffing in our institutions of higher education and elsewhere.

We owe it to ourselves and to the public to see that the principle of maintaining a salary schedule sufficient to attract and hold competent personnel is maintained on a state-wide basis, and the reciprocal duty of seeing that our personnel meet the salary standards so established.

—JD

NOTICE! IMPORTANT!

The Association's Chapter Officers' Training Program will be conducted during the month of September. An excitingly new presentation is being developed by the Staff with an audio-visual conception no Chapter Officer can afford to miss! All Chapter Presidents are urged to put this event on their fall agenda. Complete details will be published in the July issue of The SENTINEL. Be sure to PLAN ON ATTENDING this informative, educational and important event.

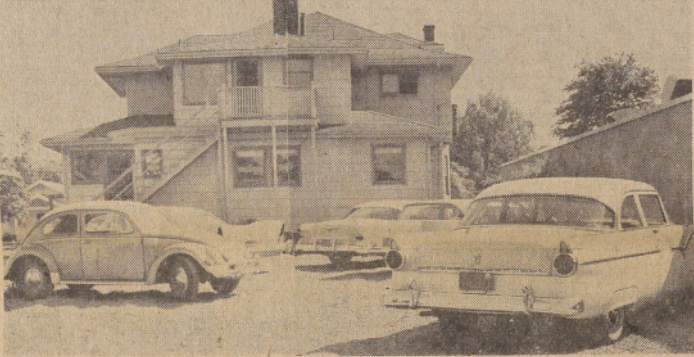
Things I've Been
Thinking About...

by WHITNEY

Just returned from a trip to Spokane (Wash.) via Hiways 30 and 730. What a treat it was to get on Oregon's good roads. So-o-o, orchids to our Highway people for good design, construction and maintenance, BUT, scallions for lack of some built-in Safety and consideration. Ferinstance . . . that "Abrupt Rise" on 30 near Cascade Locks has been a death-trap for two years. And, what a mild warning sign so close to the hazard! Also, how about the poor placement of route and junction signs? In most cases I found them right at the junctions which cause hazardous "back-ups" and "turn-arounds" for visitors and bewildered drivers. Right?

Heard some gentle comments about our "Republican" issue of The SENTINEL for May. Gee, whiz. Can we help it if they had some cash to spend with us? Honestly, we offer the pages of our publication to both parties at any time . . . with pokes on the barrel-head. Note to Central Committee Chairmen of both parties: Your candidates' advertising is welcome. There! That okeh?

As a reminder to guests and visitors to our new home at 1515 State Street: You are invited to visit our offices, anytime, and no charge for parking in our graveled area in the rear. (Jay Blair, excepted, or, accepted at 85¢ per day).



This year marks the 8th Anniversary of the Public Service Building in Salem. Two of our members who helped open it are still on the job . . . IRWIN BALZER of Chapter #60 and AGNES WILSON of Chapter #20. Bob Orr, non-member, also is around. Others, who help keep it tidy and neat and who call it "home" are: GEORGE BYSTRUM, OTIS COMPTON, OLLIE COWAN, HENRY MEYER, JACK PRESTON and ALOIS WEISS, all of chapter #60 along with, AGNES WILSON and BLONDINE McCANN of Chapter #22. Congratulations, people and bldg.!

Read accounts of the 11th annual YMCA Youth Legislature and results of their "session" at the State House recently. They didn't do a bad job, in fact, we might see them all occupying seats in the Senate and House in another decade. They introduced 73 bills in the House and 74 in the Senate. Many were similar to those introduced at previous sessions of the regular Legislature. One even provided for a drag strip in Washington County. The Governor and other State officials were around to see that they didn't DeGaulle the government.

There's no such word as "jobless" in the dictionary, but, how about the jobless at the Employment Security offices giving our strawberry farmers a hand to save one of Oregon's rich crops? It's a good conditioner, too, for our student athletes who are finding other employment opportunities pretty scarce this year.

Met some mighty fine people and enjoyed the potluck at SIAC's get-together recently. We hope to cram a picture story on: "The Staff Goes To A Party" in this issue. If not, look for it next month . . . 'twas a program worth copying by all chapters.

Attended the Association's third Board Meeting of the year. Believe me, I'm amazed at the effort and the hard work your representatives put in during their all-day session. If our non-members could just sit-in on one of these pow-wow's and see the endeavors in behalf of ALL state employees, we would be "sold out" in membership subscriptions. I played-back the tape recordings of every word that was spoken (whew!) and it all came out sincere and sound thinking. Just read the account of the meeting in this issue . . . and that is a condensation of the event.

Some nice people I met this month: Karl Layton of the new Caves Chapter; Ruth Branch, attractive SIAC receptionist; the Salem cop who bawled me out for being six inches over the parking marker and overlooked the violation sign on my meter; the councilmen of District 1 Officers' Council; our custodian, George Richter and the people at Statesman Publishing Co. who are a real help to us in putting this paper together. Chemises, trapezes . . . it's the girls in Salem's state buildings that pleezes.

Report of
Financial Secretary

"We are growing, not spectacularly, but it has been pretty well established that our membership will not fall below the Stage I Level of 7,400," said Jim Daniels, executive secretary of O.S.E.A. in submitting his periodic report to the Board of Directors meeting, Saturday, May 24, at Salem.

"The New Employee Contact Forms are one of the several result-getting factors we are now employing to improve our membership picture," he said, "and the solicitor assigned to our case by Cal-Western Insurance Company has been accountable for more than 100 new members. This is an average of one per day as an incident to the insurance coverage."

Daniels continued, "Brightening the picture is the yeoman work being done in District No. 3 by District Director, Walt Krueger and his progressive-thinking chapters who report a 50% increase in membership. Three new chapters have also been formed in his section."

The Board of Directors formally approved the chartering of the new chapters: Caves No. 83 at Grants Pass; Siskiyou No. 84 at Medford and Southwest region No. 85 at Medford. Another chapter is merging with one of these new organizations and it was reported the move solves a travel problem and should result in added strength for the Association in the Grants Pass and Medford areas.

"The Association is in a sound financial condition," announced Daniels, "and has sufficient funds on hand in reserves and general fund to meet the budget for the remainder of the fiscal year. Income is running slightly ahead of the General Council estimate and advertising in The SENTINEL is now substantially established and it appears that all obligations within the budget will be met, despite the advance of four months rental to the Building Corporation and the expense incurred in the move to new offices."

"Mr. Kelly is to be congratulated for the fine work he has done in assisting in the financial operation of the Association," he added.

The report showed four grievances have been brought to the attention of Headquarters since the last Board meeting. One that disfavored the aggrieved was resolved; one is waiting Commission action (see story on Dr. Bara in this issue) and two are under study. Nine reclassification studies were processed, and two classification studies are underway. These were mostly favorable.

Daniels reported that substantial progress has been made in the field of communications due to the hard work of Alternate Directors in some areas. Mass communications is being advocated by the Communications Committee and a stepped-up program is underway for newspaper publicity in the legislative year. Over 650 column inches have been published by state papers since the 1957 General Council.

Daniels concluded his report with two recommendations: The appointment of a Legislative Counsel from a list of four candidates and an adjustment in the position of the Office Manager because of added responsibilities in her assignment. The Board approved both recommendations. (See story on Appointment of Legislative Counsel in this issue.)

Educational TV

An educational television workshop for Oregon teachers is scheduled at Oregon State College, June 23-July 3. It will emphasize the development and use of television as a new audio-visual tool; the utilization of programs; and the fundamentals of television production. The workshop will carry three hours of graduate credit.

Workshop participants are limited to teachers whose schools are equipped with television receivers or those who will have such equipment by the 1958-59 school year. If the enrollment is not completed from this group of teachers, applications of other interested persons will be accepted. If further information is desired concerning registration, write KOAC-AM-TV, Oregon State College at Corvallis, Ore, gon.

The nation celebrates the 200th birthday of Monroe, and a measure of the success of our educational system is that very few high school students, if you mention it to them, think you mean Marilyn.

CHAPTER SECRETARIES:
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AVAILABLE JUNE 20.
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REMINDER
To car owners whose
license plates expire in
June . . .
RENEW THEM NOW!