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Editorial . . .

Many questions are asked both within and without the Association concerning the relationship of O.S.E.A. with the other associations and employee groups operating within the State Employee group. Numbered among these organizations are the American Association of University Professors, Association of Engineering Employees, Finance Officers Association, Personnel Officers Association and professional organizations in Industrial Accident, Workmans' Compensation, Welfare, Law and Accountancy to mention but a few.

There is no conflict between any of these associations and O.S.E.A., but rather an atmosphere of cooperation and joint effort toward a more efficient State Service. The fact that a larger percentage of the membership in these associations and groups also belong to O.S.E.A., than is true of the state wide group, spells volumes for the cooperative spirit.

This is due to the fact that only a state-wide group is equipped or capable of operating in many fields. The monies from the legislature for adjusting state employee salaries is not appropriated piecemeal, but rather in a lump sum. The provisions of the Retirement Act has equal application to all in state service. A large group has greater bargaining power with reference to group insurance and purchasing benefits. It takes a complete pulling-together to accomplish the maximum in any of these fields and O.S.E.A. is the focal medium for accomplishing this concerted effort. All organizations recognize that dual membership is to be encouraged. In most instances enough money is saved by taking advantage of the group benefit plans available through O.S.E.A. membership to pay several times the nominal membership in both groups concerned. In every instance, the potential for doing so is there.

The main purpose of O.S.E.A. is that ALL employees pull together for a more efficient state service under conditions that makes a career in state service attractive. This is the main feature that sets O.S.E.A. . . . that it operates on a wide base for the benefit of the state and ALL employees. The premise, that one group of employees being forced into sub-standard conditions with the resultant sub-standard employee is bad for the state and all employees, is a sound one. A chain is as strong as its weakest link, and it is only by protecting the entire chain that its function may be preserved.

—JD

OSEA Efforts Cited

" . . . and in their motions—harmony." Milton

In the June issue of the Highway Department's publication "Personnel Observations" recognition was given the Association in the efforts expended by it to reverse a ruling made concerning the week starting day. The complete story was carried in the May issue of The SENTINEL.

"There were meetings between Highway officials and James Daniels, Executive Secretary of the Oregon State Employees Association—and much ponderous thought given to some method to restore and retain a right which had been in effect for years," states the publication.

It continued, "Finally, the answer came—an answer amazing in its simplicity! Merely change the beginning of the work week, and Sunday would then fall at the end of the week! So, effective May 1, the work week was considered to begin at 12:01 a.m. Monday."

(Ed. Note: Thanks to PO . . .

Two Fellowships for State Employees

Arrangements to permit two state employees to win \$4,500 annual fellowships for graduate study in public affairs at the University of Oregon were announced recently by Gov. Robert D. Holmes.

The fellowships are paid by the Ford Foundation and the university.

The university will select the fellowship winners from recommendations made by a committee consisting of the State Finance Director, head of the university political science department and the State Civil Service Director.

Applications will be received by the State Civil Service Commission. The fellowship winners also will receive half of their monthly state salaries, up to a maximum of \$300 a month.

that's what makes PR worthwhile! And by the way—congratulations for one of the best publications we see each month.)

News From District No. 1

With Peggy Pepper's recovery from her recent illness and her return to the job, news bulletins from the Portland area are once again flowing in to The SENTINEL. A real newsy publication, "The Answers," is printed and circulated to all District 1 members through the efforts of Peggy, who is an OSEA Alternate Director and Communications Representative.

It is the only District, to our knowledge, who publishes a bulletin as a means of keeping a "two-way flow of information" circulating between the chapters and which informs members by providing up-to-date reports on Association activities.

With Peggy's permission we are reprinting an article from "The Answers" which, in our opinion, is as well-written as any we have recently seen and certainly most interesting:

"The spacious old home at 1515 State St., in Salem (OSEA Headquarters), well-seasoned in its handling of many people, took the Board of Directors meeting in stride on May 24. With its many large rooms, the various offices also serve very nicely for Committee meeting rooms. It is understandable that these types of solid old houses is often being converted to offices these days. In addition to being the most for the money, space-wise, the house is pleasant as well as utilitarian. One senses an atmosphere of informality conducive to creative effort and an element of relaxed efficiency—a definite asset to an enterprise such as our Association where working hours of the staff are not influenced by the 5 o'clock whistle."

"Good, modern lighting fixtures have been installed, but drapes are a 'luxury' (so say the watch-dogs of the Budget) so Mrs. Halteman is getting into the act by making some much-needed draperies for Whit's

A MESSAGE FROM OUR PRESIDENT . . .

A very important decision was reached during the Board of Directors' Meeting held in Salem, May 24 . . . to again conduct a statewide salary survey, prior to the forthcoming Legislature,

which will be used as a basis for our Salary Program.

It was also significant that a decision was made to conduct a selective study of job comparisons, similar to the one developed two years ago. Naturally, we feel this again should result in better than average salary recommendations because it is consistent with all our aims for having highly qualified employees working for the State of Oregon.

We know that salary inequities and deficiencies predominately exist throughout state service and that a current survey will prove that point. In many instances salaries of some employees are almost equal to those of their supervisors. It is very likely other such cases will be disclosed in the



JAY BLAIR

survey as well as calling attention to the fact that the state's salary structure continues to lag.

An across-the-board increase may be proposed by some sources during the next Legislative session, but it will not remedy the disparities. First, all classifications must be brought into proper relationship, both internally and externally. This only can be achieved by providing substantial salary adjustment funds. It is the sensible approach for eliminating the prolonged inequities many have had to endure.

The Officers of your Association have been charged with the responsibility of securing a balanced salary schedule that will eliminate the extensive inconsistencies that prevail and obtaining compensation for all state employees commensurate with that of private industry and other public agencies.

Considerable progress has been made and with our competent Staff and Officers the Association will be in an excellent position to make sound recommendations this year that could result in the establishment of these benefits and improved employee-supervisor relationships.

office—not for effect, but for the very practical purpose of filtering the strong sunlight."

A secret of happiness is not doing what one likes but in liking what one has to do.

SPECIAL \$1.50 OFFER!

OUR COST



YOU ASKED FOR IT . . . AND HERE IT IS . . .

Through the efforts of an Oregon supplier the attractive carrying case shown above is now being made available to all OSEA members. Numerous requests have been made of the Headquarters staff by members, officers and directors to explore the availability of such a case at moderate cost and this is the answer to the appeal. The dimensions of the case are 11 inches by 15 inches. It is made of a durable leather-embossed plastic material with an easy-slide zipper and is ideal for carrying large quantities of correspondence, booklets and other items that are not sufficient in size to warrant a larger brief-case. Join the crowd! Display the O.S.E.A. monogram during your daily travels — on business visits — to Chapter meetings and for delegates it's an ideal item to have with you at General Council!

COMMUNICATIONS DEPARTMENT
OREGON STATE EMPLOYEES ASSOCIATION
1515 STATE STREET, SALEM, OREGON

Please send me/us _____ black plastic leatherette carrying cases with the O.S.E.A.

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monogram as advertised in the July issue of The SENTINEL. Enclosed find personal

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