

## IN-SERVICE TRAINING (cont'd)

Telephone, Salem, the Honorable Richard Kennedy, State Representative from Lane County, a former teacher and state employee, Professor Robert Mendelsohn, of the University of Oregon Department of Political Science and John Sullivan, Assistant Director of the Driver License Division of the State Department of Motor Vehicles.

The panel was moderated by Mr. Clyde Shoe, Coordinator of Career Development Programs, US Civil Service Commission, Seattle, Wash.

Four topics were discussed by the panel. The first concerned the direction the training should take — for professional accreditation or toward betterment of skills in performance in one's current job. The second dealt with whether the training should be for the present job or for the next higher position. Third on the agenda was the problem of educational leave and tuition aid, and priorities of personnel, subject matter and timing. The last topic of the morning session was concerned with the place in the scheme of things of the agency or department of state government, the Civil Service Commission and the Department of Higher Education.

Since these topics were discussion items, followed by question and answer periods, it is difficult to directly assess the conclusions that might have been reached by the panel and its audience. As in the case with the first Institute, taped comments with editorial explanation will be made available to OSEA chapters by mid-summer.

The afternoon workshop session was more definitive since recommendations were made by the workshop chairmen, based upon evaluations of the morning panel discussions.



There were four of these workshops representing clerical-secretarial personnel; first line supervisors; trades, maintenance and services and middle and top management. They were under the direction of four personnel managers from state government, the first being under Robert Ouelette of the Department of Education, and the others under Bill Hughes of the Department of Forestry, Chandler Stevens from the Department of Employment and Gene Huntley of the Highway Department, in that order.

The complete recommendations of each workshop will also be available on the special taped presentation for chapters.

The Institute was keynoted by Warne Nunn, Executive Assistant to Governor Hatfield, who related the Governor's interest in employee training and told of a comprehensive and far-reaching program

to be implemented in the near future. It will involve personnel in supervisory, top management, middle management and clerical-secretarial personnel.

Further Administration interest is displayed in the areas of educational leave, agency educational assistance policy and tuition aid for individuals wishing to take part time courses.

Nunn closed his talk with a quotation from Douglas McGregor which stated that management does not put the motivation or potential to attain improvement in people, but it has the responsibility to make it possible for people to develop their own characteristics.

The full text of Mr. Nunn's speech will be on the tape.

## LEGISLATURE GOES HOME (cont'd)

### OTHER BILLS OF INTEREST

HB 1078 — Claims against the state, reporting of by state employees — Died in Ways and Means

HB 1098 — Pertaining to holidays for public employees — Died in Ways and Means

HB 1271 — Authorized deductions for credit union memberships — Tabled in House State and Federal Affairs Committee.

This issue contains a brief resume of legislative results. The July issue, at the request of the Law and Legislation Committee, will devoted almost entirely to the 1963 Legislature and will contain detailed accounts of the fate of measures concerning state employees.

Marion County Representative Cornelius Bateson addresses a joint legislative meeting of SIAC Chapter No. 20 and Oregon Chapter No. 22 in Salem.



## Monthly Publication

The official publication of the OSEA has gone monthly. The Board of Directors, upon the recommendation of the Public Relations Committee, has authorized the more frequent all-member contact for reasons of fast-breaking events and the need for a more timely communications medium.

The June issue is the first of the new type, and for reasons of cost, has a different physical makeup, although the content will be determined by the same policies as before.

A return to a monthly publication also resulted in a slight change in the title — also a tribute to past efforts. Until the roof falls in on the editor the publication will once again be known as the "Oregon State Employee".

## MEMBERSHIP A PREMIUM

The Membership Committee, by Board direction, is embarking upon a new campaign to strengthen OSEA's entire program of activities. It will take the form of a special enrollment period beginning July 1 through December 31. It may be continued, should subsequent Boards of Directors wish to do so.

A new wrinkle, developed by Organizational Services Manager Whit Halteman and enthusiastically accepted by the Membership Committee, will literally place a premium on membership.

Valuable premiums will be awarded every member who signs up a new enrollee.

This is how it works. Each new member is worth 250 "premium points" to the active who signs him. Each enrollment form must be submitted to the chapter secretary. The enrolling member will receive a certificate worth 250 points from Headquarters which is redeemable only at Headquarters for merchandise awards in accordance with the following redemption schedule:

One certificate (250 points) is redeemable for the ever-popular OSEA lighter in enamel or stainless steel, or for the monogrammed Shaeffer ball point pen.

In addition, one certificate is redeemable for one 12 karat gold-plated key chain or lady's bracelet, each bearing an OSEA monogram, or for a pair of 3-power binoculars in a self-folding case. These are available in a variety of tasteful colors.

### POINTS MAY BE ACCUMULATED

Three or more certificates (750 point minimum) are redeemable for gifts of value to the entire family. Selections may be made from an official OSEA award catalog, a copy of which will be sent to each chapter secretary or president, as will a detailed explanation of the rules.

Membership Director Ralph Wheeler has announced that chapters may pool the points of their members to implement various community service activities. However, he warns that individual members may not do so with one or two others.

Continuing his explanation, Wheeler said that no cancellations for immediate reinstatement to take advantage of the premiums will be allowed, and that the Board of Directors reserves the right to alter the conditions of the award program to fit the experience during the first three months.

"Our goal is 2800 new members by General Council in November," Wheeler added. "We would like to have 15,000 in OSEA by November 1."



## Snyder Assists In Dist. 1

Glenn Snyder, President of Mercury Chapter No. 39, has been named to succeed Don Benson as Assistant Director for District 1. Benson has left state service for private employment.