

The President's Message . . .

Past-President Al Kelley wrote an editorial three years ago that seems to me to be appropriate at this time. Many of us are smarting under inequities in the salary adjustments of the 1963 Legislature (in spite of our stiff battle), and might be inclined to deliver just a little bit less as a result.

I hope that Al Kelley's remarks might give us pause to take another look at our attitudes toward our work.

A GOOD DAY'S PAY FOR A GOOD DAY'S WORK

The responsibility of developing and sponsoring many programs for improving conditions of State service rests with the OSEA. Each and every member of the Association bears an equal responsibility in support of these programs by improving his, or her, own contributions to State service with the job classification.

The question then arises as to the responsibilities inherent in a position with the State. Needless to say, there are a number of them.

As State employees, we expect to receive a good day's pay for a good day's work. Therefore, should we not provide full skill, care and effort for this compensation? A quick look at our own work habits will tell us how we measure up to this standard.

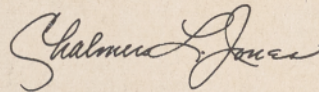
We can, and should, constantly strive to improve this performance of duties designated for the position to which we are assigned. The first step here, of course, is learning these duties thoroughly and then performing them in the most efficient manner possible. We should be ever alert for better ways of doing our work. Just because they have been done in some particular manner in the past does not necessarily mean that improvements cannot be made.

As State employees, we are in a slightly different position than our counterparts in private industry. How many of us, upon being queried as to our employment, have heard the comment: "Oh, you work for the State". Very often it has that peculiar inflection implying that anyone with some "git up and go" could, and would, find someplace else to work. It is one of our more important responsibilities to overcome this reaction of the public.

This is largely a matter of public relations. Any impressions of the public are gained from their frequent contacts made with State employees, either in person, by telephone or by correspondence. Those of us who are in personal contact with the public should be particularly conscious of our relations with them. Courtesy, together with the sincere desire to help the citizens of the State who we serve, is an important factor that will greatly overcome any negative feelings of the public towards State service. This same attitude should prevail in our relationships with our Supervision and associates.

These are just some of our responsibilities in improving our contributions to State service. Our primary responsibility, of course, is to the State of Oregon. Thereafter, it is part of our obligation as members of OSEA to prove ourselves worthy of the improved benefits and working conditions that have been obtained by us as an Association over the past years. We can, and we should, meet these responsibilities in a manner that will earn for us the respect of the people in the communities in which we live and work.

Together . . . let us build OSEA !



State Employees In Minority Group

Blue Cross of Oregon, OSEA's group medical-hospitalization insurer, states that only one of every 25 workers covered in group health care plans by insurance companies in 1962 paid the full cost of the protection. This fact is furnished by the Health Insurance Institute, which adds that the other 24 have all or part of the cost defrayed by the employer.

Not so for Oregon's state employees. In this year's Legislature, HB 1411 would have had the state pay \$5 a month toward any full time state employee's medical-hospitalization insurance.

The Ways and Means Committee in its concern for money let the OSEA-sponsored measure die, thereby discouraging many who should subscribe.

It is interesting to note that approximately 1800 new jobs have been added to the state payroll and that the Legislature went through untold agonies before passing an inadequate salary adjustment bill. In addition, it denied these new employees and their more seasoned counterparts several benefits, such as HB 1411, accorded people in private and other public employ.

The Oregon STATE EMPLOYEE

Published monthly by The Oregon State Employees Association, 1515 State Street, Salem, Oregon.

Address All Communications to This Location.
Member Oregon Industrial Editors Association

MALCOLM H. MACEWAN - - - EDITOR

Second class postage paid at Salem, Oregon.

Subscription Rates: \$1.50 per year to Association members; \$3.00 per year to all others; 25c per copy. Official publication of The Oregon State Employees Association, a non-profit organization.

EVERY WELL-INFORMED STATE EMPLOYEE
IS A MEMBER OF O.S.E.A.

Founded

in

1943



Incorporated

in

1945

OSEA BOARD OF DIRECTORS

— OFFICERS —

Chalmers Jones - - - - - President
Darryl Storm - - - - - Junior Past President
Almon Geiss - - - - - Vice-President
Marian Johnson - - - - - Secretary-Treasurer
Ruth Branch - - - - - Civil Service
Elton Lafky - - - - - Law & Legislation
Robert Simon - - - - - Public Relations
Ralph Wheeler - - - - - Membership
John Schoonover - - - - - Insurance
Al Bates - - - - - Retirement

— DISTRICT DIRECTORS —

District No. 1 Clifford R. Ebert
Star Route, Forest Grove
District No. 2 Carroll Allison
913 Rafael Ave., Salem
District No. 3 Cole Rivers
418 N.E. 11th St., Grants Pass
District No. 4 Max Saunders
1539 Ogden St., Klamath Falls
District No. 5 Joe Hayse
549 Valley Ave., Baker
District No. 6 J. Lloyd Le Master
10 Edgewood Way, Corvallis
District No. 7 Estell H. Rorick
300 W. 13th, The Dalles
District No. 8 James Infinger
Rt. 1, Box 898-A, Astoria
District No. 9 Warne Empey
Rt. 1, Box 37, Woodburn

— HEADQUARTERS STAFF —

James B. Daniels, Executive Secretary
Edward L. Wilson, Assistant Executive Secretary
C. D. "Joe" Johansen, Office Manager
Whitney Halteman, Manager, Organizational Services
Malcolm H. MacEwan, Public Relations
Donald G. Olds, Manager, Insurance Services