## CORRECTION—
## DELEGATES FAIL TO APPROVE COLLECTIVE BARGAINING

A story in the September issue of the EMPLOYEE stated that delegates to last year's General Council had passed by a six-to-one margin an amendment to the By-Laws which defined the protective rights of the membership in collective negotiation matters.

A mistake in defining the constitution on the matter led the editor to believe that if the necessary 101 ballots were cast, the majority of these would decide the vote. However, the By-Laws may be amended only when 101 delegates (two-thirds) vote in favor of the measure.

The upshot of the matter is that the delegates did not approve the amendment. The total vote was 96 for, and 14 against, or a total of 110 ballots cast out of a possible 151.

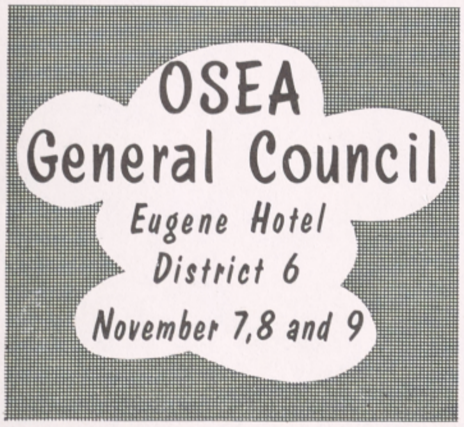
## CIVIL SERVICE BEGINS SUPERVISORY COURSES

The Civil Service Commission has begun its first training program in "Supervision in State Government", which is designed to help supervisors become more proficient.

The course is one which OSEA has long recommended, being involved in human relationships, and their cause and effect. Specifically it is concerned with the development of greater awareness of supervisory situations; the development of increased understanding of human behavior and likely causes of the problems and the development of increased knowledge. Also under scrutiny are appreciation and use of the tools, devices and resources available to supervisors to aid them in meeting their responsibilities.

The training program is operating only in the Salem area for the moment, using the facilities of the Salem Vocational School. Agency heads were offered five enrollment nominations from which a limited number were accepted, A larger enrollment is anticipated for subsequent classes.

The schedule calls for ten weekly sessions ending December 4.




## MEET DALE BAKER

Dale Baker is rapidly becoming a familiar face to many OSEA members as he appears at chapter meetings in support of the Association's new life and income protection with the Standard Insurance Company. Needless to say, Dale is Standard's "man on the spot".

Dale is a native of Eugene, who, after service in World War II, completed his education at Pacific University. He is married and the father of one child.

Developing a base for his current duties with Standard Insurance, Dale was a Group Representative and Manager with the Oregon Physician's Service for seven years. He entered the group life insurance field with Banker's Life of Iowa, whom he served as Portland Group Supervisor.

Standard Insurance, always on the lookout for highly qualified men, immediately recognized Dale's potential. He was brought into the OSEA picture shortly after the contract was signed, and is assisting Don Olds and other members of Headquarters staff in all phases of the Standard Insurance activity.

## MARION HORTON PASSES

Friends and associates of Marion L. Horton were saddened October 6 by the news of his passing in a Portland hospital following a heart attack. Horton was a past president of Corvallis Chapter No. 29, and a member of the Board of Directors of the State Employees Building Corporation.

Entering state service with the Public Utilities Commission in Salem, Mr. Horton had been employed for the past 13 years as business manager for Oregon State University's Forest Research Laboratory. He was on the board of directors of the Benton County United Fund.

The officers, members and staff of the Association extend their heartfelt sympathy to the Horton family.

## PFEIFFER TO LEAD STATE JUVENILE COUNCIL

Lincoln Pfeiffer, Director of Field Services for MacLaren School, has been elected President of the Oregon Juvenile Council for 1964. Lincoln is well known to OSEA members as Vice-President of Woodburn Chapter No. 45, and os chairman of the Education Sub-Committee which sponsored this year's Institute on Government.

## SPEAKERS ACCEPT BIDS

**Three outstanding speakers have accepted invitations to address the 1963 session of OSEA's General Council.** They are: Father John P. Leary, President of Gonzaga University, who is known to be one of the west's eminent authorities on labor-management relations; Dr. Roy E. Lieuallen, Chancellor of the Oregon State System of Higher Education and Warne E. Nunn, Administrative Assistant to Governor Hatfield.

Father Leary's acceptance marks one of the few times that the Association has ventured outside the state for a General Council speaker. He will give the keynote address on Thursday morning, Nov. 7.

Mr. Nunn will speak for the Governor, also on Thursday morning, and Chancellor Lieuallen will address the Friday luncheon gathering.

## SPECIAL SESSION CALLED

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hour agreed with the program and will use their influence to keep the special session to a week or ten days.

The 11 per cent average cut in general fund agency budgets is already underway, with tentative amounts listed to equal $17 million.

**The one-step salary adjustment earned by state employees in the last regular legislative session will probably remain in effect, although the adjustment fund will be abolished. It is presumed that agencies will meet the demands of this expense through their layoff procedures. Should a last-minute change be made, and the salary adjustment done away with, all employees who were granted the adjustment would lose it—not just those in general fund agencies. The dedicated fund agencies will not face budget cuts otherwise.**

## BOOB TUBE ONLY ONE ALTERNATIVE

Organizational Services Manager Whit Haltman is voicing concern over evidence of lack of attendance at chapter and other OSEA meetings. He wonders how in the world the Association is to grow if this apparent lack of concern on the part of members were to communicate itself strongly to non-members..

Whit cites the many demands upon member's time, including the hypnotic fascination of the television set. He says that with all the worthwhile pursuits available to us, the TV has probably lessened the social consciousness of the entire nation.

What rankles Whit is that so many members are unwilling to spend two hours of their leisure each month to work toward their own job security and to better their working and earning conditions.

"How can we convince non-members of the value of an OSEA membership", asked Whit," if the members don't demonstrate their own interest?