

OREGON STATE EMPLOYEE NEWS

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IN MEMORIAM

Oregon State Employees Association

Kenneth L. Brand, Route 4, Box 63, Salem. Evergreen Chapter 28, Oregon State Hospital.

Mason L. Burns, 1225 N.E. 79th Avenue, Portland. Columbia Chapter 34, Department of Motor Vehicles.

Hilda M. Griffin, 3125 N.E. 56th Avenue, Portland. Or-Ga-Co Chapter 51, Oregon State Game Commission.

Elmer J. Kessell, 2004 Adams Street, La Grande. La Grande Chapter 4, State Highway Department.

Fred J. Kinns, 202 Tout Street, Woodburn. Woodburn Chapter 45, MacLaren School for Boys.

Nolan L. Wilson, Route 2, Box 161, Forest Grove. Agriculture Chapter 26, Department of Agriculture.

RETIREMENTS

NAME	YEARS OF SERVICE	LAST EMPLOYER
Ona L. Dunbar (Portland)	17	Dammasch State Hospital
Leo Eiselstein (Dayton)	8	Fairview Home
Pearl M. Gwynn (Salem)	15	State Police
Everett Hamilton (Ontario)	4	Military Department
Ellis Lauderback (Independence)	10	Oregon State Hospital
Theodore R. Piper (Eugene)	40	Highway Department
Albert Roscoe (Albany)	35	Highway Department
Edith Sheldon (Portland)	20	Fairview Home
Walter W. Timm (Chiloquin)	17	Highway Department
Gertrude M. Wilcox (Salem)	16	State Library
Muriel M. Young (Lake Oswego)	9	Board of Health

From the ... Executive Secretary



Many of us have a tendency to take for granted some of the things we have had for a long while, such as our civil service and retirement systems. And because these systems still have many deficiencies and are not administered in the way we would always like them to be, we probably suspect at times that our state is lagging behind others in what it offers to its public employees.

In recent weeks we have had opportunities to get first-hand information on employment matters in other states. One of these was when I was a guest at the first annual meeting of the North Dakota State Employees Association. The other was when Russell Smith, Chalmers Jones, Smith French and I drove to Boise for a western region meeting of the Assembly of Governmental Employees (AGE), a three-year-old organization composed mainly of state employee associations.

In North Dakota, a very progressive state in many respects, the new association had just secured a state retirement law. In the next session of the legislature they will be working for a civil service system. At the AGE meeting we talked to representatives from states where retirement and civil service systems are very new, and some western states do not have either system as yet.

OSEA was organized in 1943 by state employees, including our present President, R. M. Smith, and through it and with the help of other groups such as the League of Women Voters, state employees gained for themselves civil service and retirement laws. In other states it has been the same kind of self-help that has won employee gains. The beginnings of the systems and the improvements needed in them have not been "given" to employees by legislatures or governors. They have been the result of organization and hard work by the employees themselves.

One of the things we have stressed strongly in our meetings with the newer groups is the fact that when they have secured their civil service and retirement systems, their work is just beginning. As was learned in Oregon, employees cannot depend upon others to make the systems work right. Continuing organization and activity is needed to make the systems perform in the manner those who aided in their establishment hoped they would, as well as to broaden them from time to time to keep pace with private industry and more advanced public administrations.

At the present time in Oregon we are joining with the Oregon Education Association (OEA) and other public employee groups in a campaign to secure improved retirement laws. Protection of employee rights under existing laws and civil service rules is an everyday job, and we are working for needed rule changes. Legislation has become a year-around activity. Soon we will be involved in collective bargaining as another means of handling employment problems and securing greater benefits for employees.

In comparison with many other states, Oregon is a long way ahead, but there is still much to be done. OSEA's present 13,444 membership represents a gain of more than 1,000 in the past year, but this is still only a little more than 60% of state employees. We have still to convince a substantial number of employees that their help is needed; that securing the changes and gains which they want still will depend to a great extent upon what they do for themselves.

CORRECTION Smith Retires

The name and address of John W. Chambers, P.O. Box 176, Oakridge, was inadvertently listed in the "In Memoriam" column in the June issue of the Oregon State Employee News.

The name that should have been listed is Jasper E. Chambers, 1809 McClellan Drive, Klamath Falls. Chambers was a member of Klamath Falls Chapter 12 and was employed by the State Highway Department. He died March 27.

John W. Chambers, who is a member of Or-Ga-Co Chapter 51 in District No. 1, retired June 30 after 19 years with the State Game Commission. He was the Assistant Superintendent at the Willamette Fish Hatchery.

Nearly 49 years of continuous service with the State Game Commission came to an end June 14 upon the retirement of Andrew B. Smith, Route 1, Maupin.

Smith started work as a full-time fish culturist at the Umpqua River Fish Hatchery in 1916, and at the time of his retirement was the Superintendent of the Oak Springs Hatchery in Maupin.

An early member of OSEA, Smith joined The Dalles Chapter 9 in 1946. He served as Chapter President for two years, District Delegate for two years and District Director for four years.

While in OSEA, Smith was actively involved in the deliberations which led to the establishment of the 44 and 40 hour work weeks and the provision for 120 days of sick leave accrual.

100% MEMBERSHIP CERTIFICATES

SECTION	DEPARTMENT
Coquille Sign Crew	Highway
Gold Beach Office	Game Commission
Hoff Cottage	Fairview
Kay Cottage	Fairview
North Bend Electrical Crew	Highway
Pistol River Maintenance Crew	Highway

Correspondence

Southern Oregon College
Ashland, Oregon

Dale E. Leach
Oregon State Employees Assn.
1515 State Street
Salem, Oregon

Dear Mr. Leach:

Thank you very much for your announcement of the scholarship from the Oregon State Employees Association which has been given to Larry Roger Rutter in the amount of \$300.

Very sincerely yours,

Mabel W. Winston
Associate Dean of Students
Southern Oregon College

PROJECT "OPEN DOOR" UNDERWAY

Corvallis Chapter 29's major assistance project for Open Door, Inc., a privately-operated training center for handicapped young adults, has been successfully launched.

One phase of the project—construction of a home economics kitchen to provide trainees with an additional facility for the development of marketable skills—is now under way.

Start of construction followed a successful effort on the part of the solicitation committee, headed by Belle Kiersky, to obtain most of the necessary materials and equipment needed either via donation or at minimal cost from local merchants. Stoves, sinks, floor tile, sheetrock, paints, lumber and other necessary materials have been delivered to the training center at 900 N. 4th Street, Corvallis.

Chapter 29 President Bill Plemmons is supervising construction with the assistance of Paul Bell, carpentry chairman; Richard Roscoe, electrical work; and Donald Beebe, plumbing. All labor is being done on a volunteer basis by Chapter 29 members, most of them on the staff of the Oregon State University Physical Plant.

MERCHANDISE SOLD

Another aspect of the "Open Door" project, sales and sales promotion, got off to a good start with a pre-Memorial Day sale, Saturday, May 22.

Merchandise made by Open Door trainees, including Memorial Day decorations, woven rugs, decorated dress hangers, etc., were sold in the day-long sale held in a vacant downtown office building made available to the chapter with the cooperation of the Corvallis city administration and Mrs. Lynn Gallagher, whose realty firm was a recent occupant of the building.

The sale brought in \$88 in cash and checks and orders for merchandise amounting to over \$20 more.

Co-chairmen for the Sales Promotion Committee which planned this event were Margaret Foster and Rollie Smith. Other chapter members who participated in the sales effort were Mary Landers, Velda Chapman, Elmer Shackelford, Julia Crawford, Edith Lee, Bill Plemmons, Mary Ellen Henderson, Connie Johnson, Lynn Gallagher and Justin Lester.

The sales aspect and sales promotion are planned by Chapter 29 as continuing parts of the Open Door project. Another major sale is tentatively planned for the Christmas season. "Sample kits" are being prepared by Open Door for the use of Chapter 29 members in the promotion of the wares of the trainees.