Prepare for Future, Hanson Warns OSEA

Some food for thought on OSEA's future was given to General Council delegates by keynote speaker Samuel G. Hanson, general manager of the California State Employees Association, Nov. 16.

"CSEA is a decade or so older than OSEA", he said. "We have been a part of some social convulsions that are about to be visited on Oregon."

"Unless every population expert in America is wrong, Oregon -- the Northwest in general -- is to be the scene of the next great population explosion," Hanson warned.

"State services will double and triple to meet the pell mell rush of new needs. And with all this, the membership potential of OSEA will move swiftly upward. Is OSEA ready for this kind of tomorrow?", he asked.

The CSEA official said OSEA can prepare for change in at least three fundamental ways. He suggested it constantly question and study the following areas:

(1) the long range strength of its organization structure, (2) the long range applicability of its procedures, and (3) the long range pertinence of its programs.

"In attempting to make studies along these lines," Hanson said, "we have found a number of very human reactions: people not only resist change; sometimes they resist even the thought of it."

Even those who are ready to change, if change can be shown to be beneficial, are sometimes unable to see the forest because of the trees, he commented.

"No organization is immune to these handicaps, because an organization is people," he said.

Hanson suggested the use of "performance audits" of OSEA's membership, structure, procedures and programs as a method of self-appraisal. He said the audits would also help insure economy and progress.

"Most of the cost of program development is in meetings of committees, the Board of Directors and the General Council. This is fine. This is the way an organization responds to membership desires," he pointed out.

"But if these policy-making bodies should get the habit of deferring decisions that could just as easily be made now, or if they allow non-policy matters to interfere with their basic purpose, they will find that their meetings are multiplying and that the cost of making a decision has become exorbitant," he declared.

"I stand second to no man in my respect for the democratic process. I merely believe that organizational democracy cannot succeed, or even survive, if form becomes more important than content. It must be efficient, or members won't pay the price. It must produce results, or members won't find the organization useful," Hanson said.

Board Meeting December 16

OSEA's newly elected Board of Directors will hold its first meeting at the Sheraton Motor Inn in Portland Dec. 16. The meeting will be held in the California Room.

The Membership Committee will meet in room 244 the night before the board meeting. It will begin at 7:30 p.m.

Headquarters will mail room reservation cards to board members. They should be returned to the hotel.

Among the agenda items are appointed of committee members by directors and assignments of General Council resolutions to committees.

OSEA Services, Inc. stockholders will meet in conjunction with the board.

OSEAers Win Turkey, Ham

OSEA members participating in the association's annual "Holiday Turkey Shoot" membership drive have enrolled 105 members during the first 30 days of the contest.

In the process, they have won 21 turkeys and canned hams.

Membership Director Betty French said she was pleased with the number of persons participating in the statewide drive.

She also reminded members that there are 30 days left in the contest.

According to the rules, any member who enrolls five new members will receive a certificate for a 10-12 lb. turkey. The certificates are redeemable at any Safeway store in Oregon.

Certificates for 5 lb. canned hams are also available.

Credit for new members enrolled in transferable. For example, two or more solicitors who are unable to enroll the required five members may pool their new member credits to receive a turkey or ham.

Median State Salary: $440

The State of Oregon paid a median monthly salary of $440 to its classified employees during the 1966-67 fiscal year, according to the Civil Service Commission's annual report.

The average salary was listed at $478 per month.

The figures do not, however, reflect the salary increases given on July 1 of this year.

The report shows 2,494 classified employees received less than $300 per month, and 6,239 were paid between $300 and $400 per month.

A total of 12,681 employees, which is more than half of the state's work force, were paid less than $500 per month.

Salaries ranged from a low of $210 per month received by 30 employees to a high of $2,-020 paid to one employee.

The report lists the total number of classified employees in state service at 24,078.

Civil Service Law, Retirement System Early OSEA Goals

OSEA was founded 25 years ago by a group of state employees who joined together to establish a civil service system and a retirement system for Oregon employees, former President Chalmers Jones told General Council delegates Nov. 17.

The association's first General Council was held in 1943.

Among its founding officers were W. W. Stiffler, I. A. DeFrance, A. J. Ford, Forrest Cooper, Russell M. Smith, Tom Edwards and Edward F. Chidsey, Jones said.

"It is difficult for most of us to remember what things were like 25 years ago. It is even more difficult for us to feel the passions which motivated these men to form this association," the former OSEA president said.

In 1943, Jones continued, Oregon "had neither a civil service system nor a retirement system. The establishment of these two systems . . . became the young association's first rallying cry, the first occasion to test its strength."

After both systems were enacted into law by the 1945 Legislature, Jones said, OSEA was able to turn more of its attention to raising low state salaries.

"As the association grew in size, as it continued its efforts to improve salaries and fringe benefits, more and more government officials started to listen," he said.

A sagging membership growth brought about a crisis in the early 1950's, Jones noted. In the four years from 1951 to 1955, OSEA had a net gain of only 190 members.

"The slowdown in membership growth, among other things, had a severe financial affect upon the association. Judge LeMaster, who was president then, said OSEA's bank balance was $9.13. That's awfully close to being flat broke," Jones commented.

He said the crisis was resolved during 1956 when membership jumped from about 5,000 members to over 7,000 members.

"During this period of time," Jones said, "there was much discussion concerning a building to house headquarters." The 1956 General Council authorized the formation of the State Employees Building Corporation.

By selling "memberships" to state employees, SEBCO raised over $3,600 which was used to purchase OSEA's present headquarters. "By 1964, the mortgage was paid off, the corporation dissolved and the money returned to shareholders", Jones noted.

"OSEA entered the 1960's with a new spirit to go along with its new headquarters. Membership was climbing steadily. An increasing membership made it both possible and necessary to increase the staff. A larger staff meant the association could enlarge one of its most important functions -- that of representing individual members in agency hearings, civil service hearings or in the courts", Jones said.

Savings Seen For Insurance

Some Oregon homeowners may be able to save 15 to 20 per cent on 1968 insurance policies.

For the first time, insurance companies will be able to offer a single homeowner's policy that includes fire, theft, wind damage, liability and other dwelling insurance in a single package paid for by one premium.

Before, Oregonians had to purchase all of these policies separately.

The all inclusive policies have been available in most other states for years.

Lewis R. Plast, general manager of Multiple Line Insurance Rating Bureau of New York City, said a three-year $10,000 policy probably will cost $150.

This is about $55 less than the present cost of the same protection under separate policies.

Plast said the three-year premium on a $25,000 policy would cost $270 -- a saving of about $56 over the present method. He said insurance companies can afford to lower their rates on all - encompassing policies because homeowners generally are good risks.

The so-called "true homeowners insurance bill" was passed by the 1967 Legislature. OSEA strongly supported the legislation.

The new rates must be approved by Oregon Insurance Commissioner James Faulstich.