

OREGON STATE **employee** news

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EMPLOYEES ASSOCIATION

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From the . . .

Executive Secretary



The latest issue of Highways' "Personnel News Briefs" reports regarding the hearings of the Legislative Fiscal Committee's Subcommittee 2 on Civil Service that "one group appeared to use the hearings as a stage or forum in an effort to weaken the Civil Service System."

We have attended every hearing of the subcommittee. Highway officials have been observed at only one (and they did not stay to hear our testimony). Only two groups appeared to have the temerity to question the present effectiveness of the civil service system — OSEA and the Fiscal Officers Association. So it appears we may be the group making the "effort to weaken the Civil Service System."

"News Briefs" went on to say that "In modern governmental maneuvering, a group does not destroy a function such as Civil Service: it emasculates it and renders it ineffective by either (1) reducing its budget to nil, or (2) changing its basic structure so it exists in name only." We have not questioned the Civil Service budget, but, as reported previously in the NEWS, we have recommended substantial changes in its administrative set-up.

If recommending that administration of Civil Service be by a full time director instead of a part time Commission, as provided in the Model State Law of the National Civil Service League and followed in most states will weaken the system, we must stand indicted.

If giving the director both authority and responsibility for making decisions, to speed up the decision-making process and make it clear who is deciding questions, will emasculate the system, we must be guilty.

We prefer to think that recommendations such as these, and especially our expressed opposition to the statements of administrators that more functions should be "decentralized" and left up to the agencies, show a desire on our part for a stronger Civil Service system.

The Highway Department, with its large—and very effective, we should add—personnel staff, has been given more latitude in its operations by Civil Service than is possessed by other agencies. It is understandable that any criticisms of the status quo would disturb those who are working most comfortably under it.

But it seems to us that the Highway Personnel Office could make a more intelligent response to our statements than a blanket charge that we are out to wreck Civil Service as a system!

Management Misses Mark

Supervisors in 24 large companies were asked to rate ten Morale Factors in the order of importance they thought their employees would rate them. Employees themselves were then asked to rank the same factors. Here is how far management misses the mark:

Supervisor's Guess	Employees' Answer
1. Good wages.	1. Full appreciation of work done.
2. Job security.	2. Feeling "in" on things.
3. Promotion, growth in company.	3. Sympathetic help on personal problems.
4. Good working conditions.	4. Job security.
5. Work keeping you interested.	5. Good wages.
6. Personal loyalty to workers.	6. Work keeping you interested.
7. Tactful disciplining.	7. Promotion, growth in company.
8. Full appreciation of work done.	8. Personal loyalty to workers.
9. Sympathetic help on personal problems.	9. Good working conditions.
10. Feeling "in" on things.	10. Tactful disciplining.

—Associated Industries of Kentucky

Correspondence

To the Editor:

My husband and I would like to thank the association for my District Three Employee of the Year award and the hospitality shown us at the awards banquet.

We enjoyed becoming better acquainted with our fellow OSEA members from throughout the state as well as the headquarters staff.

Mrs. Edith Gettling
Siskiyou Chapter 84

To the Editor:

My wife and I had a wonderful time at the State Employee of the Year awards banquet. My District Seven award is displayed in a prominent place in our office. I would like to thank OSEA for making this award to me. Without a doubt it is the highlight of my ten year membership in the association.

Darrell M. Klampe
Oregon Trail
Chapter 35

Corvallis 29 Will Welcome 1000th Member

OSEA's Corvallis Chapter 29, by far the largest chapter in the state, is making plans to greet its 1,000th member.

That person will be welcomed to the chapter at a family potluck banquet at Western View Junior High School in Corvallis Feb. 23 at 7:00 p.m., according to William Plemmons, social chairman.

The main course of baked ham and grilled salmon will be furnished by the chapter, as well as coffee, punch and rolls, he said.

Chapter members are asked to bring two dishes, either a hot dish, salad or dessert.

For reservations, contact Carolyn Edwards, Counseling Center, 308 Education Hall, Oregon State University.

PERS Will Mail Account Balance

State employees will soon receive statements listing the amount of money in their retirement accounts.

The statements will be prepared by the Public Employees Retirement System.

They will list the total amount of interest credited to the account plus the contributions made from the time the employees began to participate in the system.

Also reflected in the statements will be the rate of interest that has been credited to accounts during the 1967 calendar year.

The statements will be mailed during the month of April. Each year thereafter they will be mailed to the employer. It will be his responsibility to see that they are given to employees.

The decision to issue the statements fulfills a long-standing OSEA resolution on the matter.

