

OREGON STATE

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employee news

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Next to our legislative program, one of the most exciting projects to be undertaken by OSEA in 1969 will be the launching of a new headquarters building in Salem. This was authorized by unanimous vote of the delegates at the association's recent General Council.

OSEA's present headquarters is an elderly, converted residential building, situated in a rapidly developing commercial area close to the Capitol. Crowded and deteriorating, its further use or repair is not justified in comparison to the value of the property on which it stands and two adjoining lots also owned free and clear by the association.

Although greeted with enthusiasm by most members, the headquarters building proposal has alarmed a few. This has been mainly the result of misunderstanding by persons who have jumped to the conclusion that the small dues increase of a year and a half ago is to be used for the purpose of building a costly "marble palace."

The building which the Board of Directors of OSEA hopes to be able to construct could well be in the \$500,000 or higher class. But this does not mean that the association will be spending that kind of money. Its investment will be the property which it owns, and \$50,000 accumulated in a building fund some years ago.

The plan for constructing the building is to first develop an architectural concept, then turn it over to a leasing agent to line up potential long-term lessees, whose rents over a long period of time will pay for the building. OSEA will occupy only a small part of the contemplated space, and the size of the building will be determined by the lease commitments which are secured in advance of construction.

To limit OSEA's financial responsibility to its original investment, construction and management of the building will be handled by a separate corporation, OSEA Services, Inc., in which the association owns all the stock. The stockholders at a December meeting elected to the five-person Board of Directors of OSEA Services, Inc., these past-presidents of OSEA who happen to be the budget officers of their respective state agencies: Al Kelley (Board of Health), Ed Bamford (Agriculture), and Darryl Storm (Forestry).

The apparent need for good office space in Salem, a growing economy and skilled fiscal leadership can not only furnish OSEA with an efficient and impressive operations center; it can result in an outstanding return from a comparatively small investment of association funds.

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:

I would like to use the NEWS to publicly thank Everett B. Stiles of the OSEA staff for the time and effort he spent in negotiating my overtime claim with Eastern Oregon College.

My job of driving a bus for EOC required many extra hours of work during the week as well as weekends. I was paid straight time for this work. When I decided to move to Salem, I tried to collect for overtime worked from September, 1960 through January, 1967 with no results. I then contacted a member of the Grievance Committee of OSEA's Sacajawea Chapter 73 at the college. He told me to see Ev Stiles.

Ev and I met and discussed the matter during the first part of September, 1968. Through his negotiations with EOC, I have received the total sum of \$3,209.

OSEA is the best organization that I have ever belonged to. I feel that every state employee should belong to the association and support it vigorously.

Again, my thanks to Ev Stiles and the other staff members who worked on my claim and made the payment of \$3,209 possible.

Floyd J. Roe
Salem

To the Editor:

This letter is to express my appreciation to the Oregon State Employees Association for the scholarship it awarded me last fall. In a large part, it enabled me to attend Pacific University my freshman year.

I've been delaying this letter until the end of my first semester at college in order to be able to tell you what courses I took and how I did in them.

My courses during the first semester included spanish, biology, journalism, speech, sociology, and P.E., and gave me a total of 17 credit hours. Pacific students do not receive their first semester grades until they return to school at the end of Christmas vacation, so I'm unable to tell you my exact GPA. However, depending upon which side of the bed a couple of my professors get up on, it could be any place between 3.33 to 3.50.

I've found that a college freshman's work isn't really much more difficult than that of a high school senior's. The hard part is learning to ration your time, because there is always something going on that you'd rather be attending than working. There aren't any teachers or parents around to make sure you get your work finished. It's all up to you.

Once again, thanks for the fine scholarship.

Michael C. Smith
Pacific University