

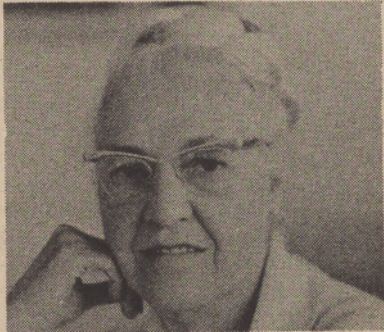
Inquiring Photographer

Should Pay Raises be Based on Merit, Longevity, or Some Other Standard?

(Asked at Dammasch State Hospital, Wilsonville)

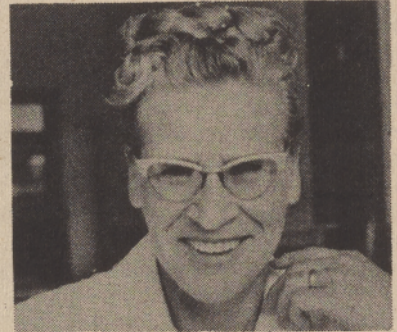
LUCILLE TROEDSON Psychiatric Aide 3 PSC Coach

I think a combination of the merit and longevity systems might be the best way to determine pay raises for state employees. Employees performing meritorious service ought to be rewarded. On the other hand, everyone should get a pay raise from time to time to keep up with the rising cost of living. I've never failed to get a merit increase so I've always been satisfied with the system.



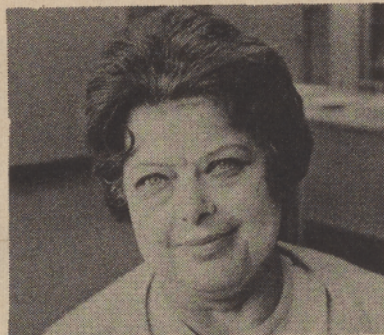
MILDRED CHRISTOFFERSON Cook 2 Dietary Department

I think pay raises should be based on a combination of merit and longevity. The cost of living goes up equally for all of us. Everyone has to eat, so everyone should get a pay raise occasionally based on the cost of living. Employees who do outstanding work should get merit pay raises in addition to the cost of living increases. Meritorious performance should be rewarded.



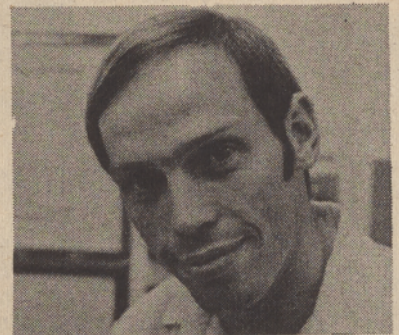
JEAN PETERSON Secretary 3 Medical Records

I really think the merit system is the fairest method of granting pay raises provided, however, that a longevity system is built in to give employees an occasional cost of living pay raise at given periods. I like the merit system because it gives incentive and rewards good performance. A longevity system would help those who don't merit a pay raise but whose living costs keep increasing.



ROBERT WATTS Psychiatric Aide 1 Ward K

I think both merit and longevity should be considered in determining pay raises. Merit pay should be used to reward meritorious performance. Longevity pay should be used to keep state salaries even with the cost of living. I also think merit pay should be based on meritorious performance—not an artificial percentage determined by the legislature. Everyone who merits a raise should get one.



CAROL SULLIVAN Psychiatric Aide 3 Ward M

If we had a system under which employees could be fairly and properly rated, I'd choose the merit system. However, I don't think the present system does the job. There are too many inequities in it. I understand there is a new merit rating system being developed. I hope it's better than the one we now have. I'm at the top of my pay range and haven't been eligible for a merit raise for some time.



CATHY MILLER Registered Nurse BC Unit

I'd like to see a combination of longevity and merit. Every employee should get an occasional raise based on the cost of living. In addition, employees should be able to earn pay raises based on meritorious performance. I want to keep the merit system to provide incentive. Pay based strictly on merit or strictly on longevity is not good. We must have a combination of the two systems.



From The Mailbox



Thrown in the Trash

To the Editor:

Enclosed is a letter sent to me by one of our chapter members concerning the OSEA newspaper. Apparently, he is frustrated by the lack of "usefulness" of our union's newspaper. I can only wholeheartedly agree.

Since receiving the letter I have talked to over 25 people and for the most part their reaction to the newspaper has been: "Well, I haven't thought about it because I don't read it." Apparently our newspaper gets thrown in the trash along with all the other junk mail and probably with as much justification.

Trite as it may sound, the purpose of a newspaper is to communicate. Although our paper does contain a wealth of important and relevant information, it is meaningless if it is not understood or read. If we are to have an aware and informed membership then it is imperative that our newspaper present information in a manner that will make people want to read it.

Criticism without constructive suggestions is supposedly an epitaph of our times. To attempt to disprove this idea, here are some ideas that I feel will improve the paper.

(1) Change the format of the paper to either a magazine format or at least convert from the current dull and sterile looking three and four column set-up to a more professional looking five column tabloid.

(2) Add a classified section. Members could have up to three or four lines to advertise anything they wish with additional lines selling for perhaps one dollar.

Non-members could utilize the classified for perhaps one dollar a line.

(3) Make use of better and more interesting pictures. Stop using the same old tired pictures of a person's profile or three employees holding an award or shaking hands. Put in some action shots.

(4) Regular columns of interest. Such columns could be devoted to checking out employee grievances and presenting answers. Perhaps a consumers advice column would be useful and eagerly read.

(5) One or two humorous cartoons. Run a cartoon and give \$5.00 each month to the person who submits the funniest (and publishable) cartoon.

(6) Don't back off from controversial issues. Have columns with arguments both pro and con concerning issues like employee right to strike, minority guaranteed employment opportunities, property taxes and the like.

(7) Have a special section on what activities various OSEA chapters are doing around the state.

(8) A section entitled "Newsfronts" or something like that briefly describing what other state and public employee organizations are doing across the country including legislation passed in other states that affect their public employees. This information is easily obtainable from other public employee publications which if not already being sent on an exchange basis, should be instigated immediately.

I hope I have provided some ideas that could be utilized. I feel very strongly about the need to communicate with our members and the newspaper is the only item that everyone receives regularly.

If I can be of any help, I would be more than happy to assist in any way that I can. I mentioned previously that criticism without constructive suggestions is an epitaph of our age. Let us hope that another epitaph of our times, namely apathy and sluggishness to respond to anything but a crisis situation, is not an epitaph of our organization.

Lanny Swerdlow
Vice-President and Delegate
Chinook Chapter 58
Portland

Golf Tournament Entries Due Soon

OSEA members have less than a month left in which to enter the Association's ninth annual golf tournament. It will be held Saturday, August 19, at the Santiam Golf Club near Stayton. Entry fee for non-members of the club is \$6.00. For members, the entry fee is \$2.00. Those who want to play in the tournament should complete the following entry form and mail it to headquarters:

—Clip and Mail—

OSEA Golf Tournament ENTRY FORM

AUGUST 19, 1972—SANTIAM GOLF CLUB

Stayton, Oregon

OSEA Golf Tournament
Post Office Box 2307
Salem, Oregon 97308

Please enter my name as a participant in OSEA's ninth annual golf tournament. I understand the tournament will begin at 6:30 a.m., Saturday, August 19, at the Santiam Golf Club. My \$6.00 entry fee to cover all costs is enclosed. (The entry fee for members of Santiam Golf Club is \$2.00 to cover lunch and prize costs.)

Name _____

Address _____

City _____ OSEA Chapter _____

My average 18-hole score is _____

—Clip and Mail—