

General Council Meeting

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Secretary-Treasurer, Homer V. Carpenter.

Director of Civil Service, John Anning.

Director of Law and Legislation, C. T. Terril.

Director of Public Relations, E. H. Clymer.

Mr. French, Chairman of the General Welfare Committee presented two resolutions which were considered and adopted.

Resolution No. 9

Whereas: Employees of many State Departments receive the same rate of pay within a classification and without regard for experience or length of service in that classification, and

Whereas: It is generally recognized that an employee becomes more valuable to his employer as his experience and length of service increases, now

Therefore Bt it Resolved: That the Budget Director and all state officials be urged to recognize this principle and adopt wage schedules establishing increases in pay within a classification as experience and length of service increases.

Resolution No. 10

Whereas: Employees of the state are entitled to fair and adequate wages, and

Whereas: The present salary of many state employees is not reasonably consistent with increasing living costs, now

Therefore Bt it Resolved: That the Budget Director and all State officials be urged to adjust wage schedules to more reasonably correspond with increased living costs.

The new officers were installed by C. H. Armstrong and a vote of thanks was tendered the retiring officers.

The delegates were requested to have their chapter members contact the legislators back home to advise them that they were in favor of the merit system and the retirement plan being sponsored by the League of Oregon Cities.

A motion was made and adopted authorizing the Association to accept advance payment of dues or to accept the loan of reserve funds from the various chapters when and if needed.

A motion was made and adopted requiring the Board of Directors to study the need of dividing the duties of the Secretary-Treasurer's office.

There being no further business the meeting adjourned.

A Message to the Women

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deeply entrenched custom of not speaking for themselves. Women have been slow to accept the values of organization; but we now have the example of other states. Women who have come from other localities which have had organized employee groups are anxious to affiliate and are unanimous in saying that they wish all women would realize the tremendous value of concentrated action.

It is time for women employees to speak for themselves. Women are entering new professional and non-professional fields of employment every year—and still they *refuse* to speak for themselves. A few women members of the Oregon State Employees' Association are trying to speak for an estimated 3,000. It is the responsibility of every employee to help make the Association 100 percent representative. All of us will do well to consider what we can contribute towards creating a voice of 3,000 to speak for 3,000.