

## Council Outlines OSEA Policies

The Council meeting of February, 1946, maintained the progressive and forward looking attitude of previous Council meetings. Two major objectives sponsored by past councils have been enacted into law, the Public Employees Retirement Act and the Civil Service Act. The February Council took further steps to clarify and define the Association's program in regard to other matters of vital import.

This program and the policies it encompasses are briefly summarized from the minutes of the last Council:

1. A policy of parity pay for state employees as compared with other coast states, the Federal service and industry.

2. A 10% increase in pay pending the determination of a pay scale under the Civil Service Act.

3. A determination of parity pay for elected and appointed officials, department heads, legislators and others in the unclassified service.

4. A policy of equal pay for women who do the same work as men.

5. A policy that vacation leave, sick leave, and hours of work be the same for state employees under the State Civil Service as is granted to Federal employees under Federal Civil Service.

6. Review and overhaul of exchange time provisions.

7. Elimination of rules and regulations which prevent state employees from joining the Oregon State Employees Association.

8. Security group hospital, surgical and medical coverage for families.

9. Securing group life insurance for employees.

A five-day week for Baltimore, Maryland city employees is to be put in effect as soon as necessary preparations can be completed, eliminating the half day normally worked on Saturday.

## Meeting of Board of Directors

February 22, 1946

Marion Hotel, Salem, Oregon

The Board of Directors of the Oregon State Employees Association was called to order by President I. A. DeFrance at 11:30 a.m. Forrest Cooper and Earl Stream were absent. The minutes of the meeting of January 6, 1946 were read and approved.

The question of establishing a new district was considered.

A financial statement for the period March 23 to December 31, 1945, was read.

The matter of Legal Counsel was considered. The Board discussed the matter of retaining Mr. Leo Smith as Legal Counsel.

The matter of amendments to the Constitution was discussed.

Possible amendments to the Public Employees Retirement Act were discussed.

Mr. Query enumerated and briefly discussed the various resolutions received from the several chapters.

Association action regarding wage and salary increases for all state employees was discussed.

County and City affiliation in the O.S.E.A. was discussed.

Mr. J. K. Campbell was appointed by the Board as Alternate District Director of District Five (5) to fill the vacancy left by Mr. E. F. Chidsey who became District Director following the resignation of Mr. Leo Brunell.

The meeting was adjourned by President I. A. DeFrance at 12:45 p.m.

The recently issued annual report of the Detroit Civil Service Commission includes a statement from the city's auditor general, reporting the results of a check made by his office on the enforcement of the civil service law and rules.