

ment. An amendment to the New York bill which would have included public employees was passed by the legislature and then vetoed by the governor. It is interesting to note that the Montana law became effective April 1, 1919 (a carryover from World War I labor shortages) and that it covers women in public as well as private employment.

The federal law if passed will cover part of the women in private employment but it is state law only which will protect public employees and private employees in business active only in intra-state commerce. The State Civil Service Act should be sufficient protection for Oregon state employees, but county and municipal employees without civil service have no such protection. During the 1945 session of our state legislature, an equal pay bill was defeated in the state senate by a 15 to 13 vote. "Opponents of the measure," reported the *Capitol Journal* in Salem, "argued that the bill would not accomplish its purpose, would cause labor disputes, is impractical and is nebulous."

Miss Frieda Miller makes the following recommendation for a state law. ". . . we would like to suggest that if it is introduced again, the language of the bill should be clear as to covering public employment and specifically 'state, county and municipal employees.'" It will be interesting to see whether women who would benefit by such legislation will work for the introduction of an equal pay bill during the 1947 legislative session.

If there must be differences in base pay rates within a given classification, it would seem that the only fair differential must be determined by *need*. One philanthropic organization pays its employees according to the number and ages of their dependents and the local living costs. This basis of wage

determination would give a woman with dependents the same status as a man with the same number of dependents, and a single woman the same financial status as a single man.

This need for improvement in the financial status of working women, together with other employment problems, should present an irresistible challenge to every woman who is sincerely interested in doing more than just hoping. It should encourage her to accept her full working responsibility by developing and performing to the best of her ability the skills she is employed to perform. It should make her see the need to inform herself on the economic and employment principles and problems which affect her financial status and job security. She must come to realize her potential strength and influence through cooperation with employee and professional organizations. The Oregon State Employees Association offers every woman an employee of this state an organization through which she can accept this challenge!

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No thoroughly occupied man was ever yet very miserable.

—L. E. LANDON.

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The free expression of opinion, as experience has taught us, is the safety-valve of passion. The noise of the rushing steam, when it escapes, alarms the timid; but it is the sign that we are safe. The concession of reasonable privilege anticipates the growth of furious appetite. —GLADSTONE.

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All city employees of Hazel Park, Michigan were recently placed under a retirement system when the voters of the city approved the plan by a 2 to 1 majority.