

The President's Message

All people have their troubles and state employees seem to have their share at the present time. The world is in a turmoil and our problems reflect that disturbed condition. State employees at present are confronted with an economic situation that is indefinite and disturbing, and with a wage structure lacking in flexibility and adequacy, we are naturally apprehensive. There is also a labor shortage in many types of work, an increased amount of work to be done, and lack of equipment to do it. It is no wonder there is a certain amount of dissatisfaction and unrest, and some state employees are jittery and short-tempered. They are beset by all kinds of aggravations and it is difficult to appraise things in their true value under these conditions.

However, now is the time, when conditions are turbulent, for state employees to think clearly, and to evaluate carefully the things going on around us. Which of them are important and which of them later on will appear insignificant? Which of them will benefit state employees permanently and which may be injurious?

We must maintain our ideals and a clear perspective. We must do this even while we have to simultaneously struggle to keep abreast of economic conditions. In other words the battle of the pay check.

Three years ago when the OSEA was founded a peaceful and beneficial revolution was also started. For the first time state employees got together, stayed together and worked for common aims, for the welfare of the state as well as the welfare of its employees. We have achieved much in a short time. For those who might doubt I'll list briefly:

- (1) 60 days sick leave for over 1000 hourly employees.



Floyd A. Query

- (2) Pay increases of 11c an hour and \$20.00 per month for a large group of employees whom we could prove were badly underpaid.
- (3) With the League of Oregon Cities and other groups secured passage of a sound retirement act.
- (4) Wrote and sponsored the Civil Service Law which was enacted.
- (5) A \$10.00 per month wage increase on a state wide basis.
- (6) Under the proposed Civil Service rules *all* state employees will have 90 days sick leave accumulation at 1½ days per month service.
- (7) Equal pay for equal work is one of the fundamentals in the new Civil Service Law.

These are some of the results which have been accomplished by working sincerely and unselfishly together.

We have asked for the right of col-

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