

SIAC Chapter No. 20.....	31
Willamette Chapter No. 21.....	17
Oregon Chapter No. 22.....	43
Library Chapter No. 23.....	9
Round-Up Chapter No. 24.....	0
Forestry Chapter No. 25.....	0
OSPD Chapter No. 27 (charter)....	0
Agricultural Chapter No. 26.....	14
Evergreen Chapter No. 28.....	10
Corvallis Chapter No. 29 (charter) 0	

757

The above figures do not include charter members or returned veterans, which number approximately 161, making a total gain since January 1, 1946 of 918.

A new information leaflet is being prepared and will be available to chapters in quantities for the membership drive.

The date of the next meeting of the General Council has been tentatively set for November 9-10-11. The place of the meeting is yet to be selected. All chapters, delegates, District Directors and officers will be notified when plans are complete.

The Civil Service Commission has requested the Association to emphasize the following points to its members:

(1) "In developing the pay plan, the Civil Service Commission has given primary consideration to salaries and wages prevailing in private industry in Oregon for types of work comparable to those found in State government. Likewise the financial structure and policies of the State government have entered basically into the determinations.

(2) Funds are not now available to put the plan into effect; the availability of such funds will depend upon action of the Legislative Assembly convening in January.

(3) When funds are available and the plan is put into effect, employees whose salaries at that time are below the minimum established for their

classification will be automatically increased to the minimum of the range. Employees whose salaries are within the range will be eligible for further increases only in accordance with the Civil Service rules governing salary advancements and within funds available for such purposes. Employees whose salaries are over the maximum of the range may remain at that salary, or at the discretion of the department head, reduce to the maximum.

(4) After the plan is placed into effect, all new employees will enter at the minimum of the range; further advancements from one step to another within the salary range will be based upon efficiency, length of service, and availability of funds. Salary advancements may be made not more than once annually, except that at the discretion of the department head, new employees may be advanced to the second step of the salary range after the first six months of service.

The Civil Service Commission is aware that certain errors or inconsistencies may exist in the proposed plan; it is the desire of the Commission that if such errors exist, the errors be brought to their attention. They are conscientiously striving to develop a pay plan that will be fair and equitable for all state employees."

It should be kept in mind that the Pay Plan is based on a 40 hour week.

Individual employees who feel that the salary range for their classification is in error should submit their comments in writing to the Civil Service Commission, 444 Center Street, Salem. Members of the association should also send a copy of those comments to the headquarters office.

For your information there are approximately 2100 employees whose salaries are below the minimums provided in the tentative Pay Plan and only 180 employees above the maximums.

(Continued on page 23)