

The President's Message

During the past summer state employees have seen and have experienced the effects of two important legislative acts being put into operation. I refer to the Retirement Act and the Civil Service Law. Pay checks received in August for July services carried the first deductions for the employees' contribution to his own retirement fund. The amount of this deduction was approximately offset by the \$10 wage increase effective June 1. However, the employee knows that the amount deducted is being held for him to be matched with an equivalent amount contributed by the employer. It is much the same situation as though a banker offered to match a ten or fifteen dollar deposit with a like amount of bank funds provided the deposit was left in the bank until the employee reached age 60 or 65. It would be a strange sort of reasoning to prompt one to refuse such an offer.

The purpose and operation of the Retirement Act is becoming familiar to state employees. The Civil Service Act, however, is just going into operation. Positions have been allocated and some appeals have been filed, hearings have been held on the Rules and Regulations and on the Classification Plan, and the Pay Plan will be known shortly as well as the revised Rules and Regulations. At the time of this writing these two very important phases of the Civil Service System have not been finally adopted. State employees fully realize the serious and far reaching effect the Rules and Regulations and Pay Plan will have on the public service as a whole, and on each employee individually.

It should be remembered by all, that the Oregon State Employees Association played a major role in securing the passage of these two laws. The Civil



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Service Act in particular encountered some serious opposition and we have reason to believe that those same forces which offered opposition initially may again attempt to defeat or modify the law to suit their own ideas of what state service should be.

The position of the O.S.E.A. in this matter is clear. The Association worked to secure the best Civil Service Law that could be written, taking into consideration the welfare of both the employee and the state. We do not claim the law is perfect but we still believe it is a very good law.

We, as state employees do not wish to ever see the spoils system in Oregon, with jobs traded off for political favors. We are much interested in increasing the efficiency of state service and thereby provide the most economical administration of the public business fundamental. We believe that a part of an efficient public service is a well selected, well trained and well paid per-

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