

## Employees Status Improved by O.S.E.A.

Mental hospitals throughout the United States have been coming in for their share of criticism during the last few years. Crowded conditions, limited equipment, critical shortage of personnel and general neglect by legislators and voters have been the chief causes of undesirable conditions recently exposed.

The Oregon State Hospital in Salem has been shown to be greatly overcrowded and very much understaffed.

Contributing factors to the shortage in Institutional staffs has been the long hours per week those employees are required to work and the low salaries paid to institutional employees. Many institutional employees work 60 hours per week.

Employees in Oregon state institutions are not covered by the 48 hour law which makes it impossible to compensate them for overtime in excess of 44 or 48 hours per week.

No compensatory time-off has previously been granted for time worked on holidays. Wages have been deplorably low in many jobs and an unfair differential existed between the salaries of male and female Hospital Aides (ward attendants).

The Civil Service Commission has contended that the proposed pay plan is scaled to compensate for the long hours institutional employees are required to work. The General Council of the O.S.E.A. does not feel that the proposed salary ranges are sufficient for 60 hours of work per week. Thus the state institutions were specifically included in a resolution concerning working hours passed recently by the General Council.

However, the status of the institutional employee is improving. Now under the Civil Service the institutional employee who is required to work on a holiday will receive compensatory

time off, added to his annual vacation.

Through the efforts of the Oregon State Employees Association and other friends of institutional employees some salary increase has been provided in the pay plan proposed by the Civil Service Commission. This is a decided improvement over the salary schedule now in operation.

When the O.S.E.A. worked out the Civil Service law it fostered the principle of equal pay for equal work. Under Civil Service the female Hospital Aides will receive salaries within the same ranges as the male Hospital Aides.

The O.S.E.A. works for the "welfare of state and employee." Certainly nowhere else can the relationship between the welfare of the state and of the employees be more obvious. Fair and equitable working conditions and salary ranges will aid materially in solving the number one problem of recruiting and retaining efficient and trustworthy institutional employees to care for our more unfortunate citizens.

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### TOURIST TRADE THIRD LARGEST STATE INDUSTRY

Oregon's tourist trade, ranking behind lumbering and farming as the state's third largest industry, will total \$83,500,000 this year, the state highway commission's travel information department estimated recently.

This new record amount is \$32,500,000 more than tourists spent in the state in 1941. The department made its estimate on a survey of tourists conducted by a field party during August.

The average visitor to Oregon spends \$6.21 a day and an average of 8.1 days in the state, with each car carrying an average of three persons, it was estimated.