

O.S.E.A. LEGISLATIVE PROGRAM

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of accounts and the returning of contributions for temporary employees who are on the payroll only a short time. This would decrease the work and the costs, which are charged to each member of the system, employer and employee, and which reduce the pension fund earnings.

5. Effective Date of Retirement Act

To sponsor an amendment to the Act clarifying the effective date at which retirements shall commence, by eliminating reference to "the end of the war" and retaining only the reference to July 1, 1947, in Sections 18-(1) and 18-(2) of the Act. Retirements would then begin as of July 1, 1947. "Termination of the present war" was included because of war conditions at the time of passage. The war is over although complete official declaration has not been given. Meanwhile, the orderly retirement of over age employees should begin soon. There is no real reason to postpone the effectiveness of the Act.

6. Time for Tests for Conditional Employees

To sponsor an amendment to the Civil Service Act, Section 19-(4), substituting the date "July 1, 1947" for the term "one year after the termination of World War II." This refers to the time for beginning tests for conditional employees (hired after September 15, 1940). Veterans are now thoroughly protected in their rights by the Act and this change would make the effective date definite without forfeiture of those rights.

7. Hour and Wages

(a) To sponsor an amendment to the present 48-hour law removing state employees from its coverage and to sponsor a new section establishing a 5-day, 40-hour basic work week with overtime pay at a time and one-half rate for state employees. (b) To sponsor a bill to make the Civil Service pay plan effective January 1, 1947. (c) To urge the legislature to set up an emergency "salary fund" for the next bi-

ennium to cover any salary increases which might be justified due to rising costs of living or other emergencies.

(a) Justification of a 5-day, 40-hour week is found in its national recognition and its adoption by industries, stores, offices, state and city governments, etc., all over the United States as well as in many countries abroad. Further discussion of this working schedule is printed elsewhere in this issue.

(b) To make the new pay rates effective January 1, 1947 is not an excessive request. The State has been slow in raising salaries and has given small increases at infrequent intervals with some protest. All know the State does not yet pay parity wages with other employers and realize that a continuation of the present policy will eventually lower the standards of the state government services to citizens of Oregon. Some protest is now heard that the new Civil Service rates will cost the State a lot of money. Actually, any seemingly increased cost is more indicative of the amount the State has been saving in the past by not paying more equitable salaries. The sooner Oregon begins to pay a better scale of wages, the more certain it will be of maintaining a public service of which the State may justly be proud. Self-sustaining departments have been able to pay increased salaries for a long time. Budget controlled departments can pay increased salaries retroactive to January 1, 1947 under deficiency appropriations when necessary.

(c) The creation of an emergency fund in the State budget with which to meet unforeseeable but just demands for increases in salaries during the biennium will do away with the old cry, "We would like to do something for you but haven't the money!" This fund would be used only for salary increases justified by unusual economic circumstances. It would help those departments whose proper functioning relies

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