

Board and others which were necessary through the year to start the wheels rolling and to keep them moving? Do we appreciate the tedious attention to detail required of our Executive Secretary, Forrest Stewart, and our other representatives in safeguarding our gains and cooperating with the various agencies which have the final say in matters of importance to the employees? Can any member of the OSEA, or any other state employee, truly say that he is a "forgotten man?"

We have successfully passed through the critical planning period of 1946 and have emerged in better financial condition than ever before in our history. We have a membership of over 3,000 and we are growing by leaps and bounds! This is a credit to every active member and reflects the inherent good judgment and reliability of the Association as a whole.

Is it appreciated that the Association enjoys a reputation for sincerity, balance and reasonableness? Are we well

acquainted with the prestige which we now enjoy for integrity, which permits us to be invited to sit in on discussions of state affairs and which gains us access to those state officers who appreciate our value and contribution to the true welfare of the state? Every member, and non-member employes as well, gains from such general prestige as is enjoyed by the OSEA, and each is benefitted directly as our strength increases and as our ability to produce desirable results is thus augmented.

The year 1946 will go down in the history of the OSEA as the time in which we came of age and in which we assumed our responsibilities as an active and mature voice in the furtherance of good state government.

The Box Score

At the close of this article, you will find a box score record setting forth briefly our chief aims and our corresponding accomplishments.

Summary of OSEA Activities

1943—April 1947

OBJECTIVE	RESULTS TO APRIL 1947
Civil Service Act	Passed in 1945 and in effect
Retirement Act	Passed in 1945 and in effect
Parity pay	Considerable progress
40-hour work week	Approved by Civil Service Commission
5-day work week	Pending
Cost of living bonus	\$10 monthly June 1, 1946. Partial.
Salary increases for officials	Increased by Legislature 1947
Regular, early pay days	Some improvement
Top pay after 5 years	Now possible but not mandatory
Payroll deduction records	Hwy. Dept.—yes. Pending elsewhere.
Deductions for group insurance	Approved by Legislature 1947
Medical and hospital coverage	Need more members
Retirement after 30 years	Not achieved
Full prior service credit	Not achieved
Higher state matching for retirement	Not achieved
Association emblem	No action
Improved working conditions	Many achieved and more coming
Equal pay for women for equal work	Achieved in Civil Service rules
Overtime pay	Straight time or exchange time
Accumulative 90-day sick leave	Made uniform for all Departments
Uniform vacation & holiday privileges	Achieved in Civil Service rules