

experienced employees or those with less training. Under our Civil Service system anyone in such a position has an opportunity to compete for a better position. If a woman has the ability and the training, she need not be "dead ended" in a \$130 job.

It is difficult to discuss in detail all of the salary ranges for all of the positions open to women in the state service. They range from \$130-\$165 for an elevator operator, \$155-195 for a clerk-typist II, \$200-260 for a laboratory technician II, to \$280-350 for public health nurse IV, and \$320-400 for public welfare supervisor IV.

We recognize that this still does not make the picture bright for those receiving less than \$200 monthly, because federal income tax deductions greatly deplete the amount of take-home pay. A single woman must have a salary of at least \$200 before she has as much as \$173 left after tax deductions. If she works for \$130, tax deductions leave only \$115.70. A person with one dependent who receives \$200 has \$189.20 left after deductions. If her stated salary is \$170, she receives only \$156.80 after tax deductions are made.

Some employees are barely able to meet present living costs with their monthly pay checks. Some have had to cash savings bonds or forfeit insurance policies. Others have expensive medical bills for themselves or for their dependents. It is well to remember that this touches employees all along the salary scale. Those who receive more pay and have a considerable number of dependents, find that they have very little or no savings beyond retirement deductions at the end of each month. The person in the most difficult position, however, is the one who has one or more dependents and whose salary range is in the lower brackets. We very frequently find in this position many of the 15 out of every 100 women who are the sole support for their families.

We do believe, however, that our

situation has improved, and we do not understand employees who fail to appreciate what the OSEA has done for them. All of the recent improvements in the working situation of women state employees have come as a direct result of Association efforts. The OSEA sponsored the passage of the Civil Service Act, which subsequently meant the first uniform classification of employees and standardization of salary ranges, which provided for increased wage levels and annual pay advances. It also means equal sick leave and vacation time for all departments. It means an opportunity for advancement under the merit system. It gives an employee a fair opportunity to state his or her case before the Civil Service Commission if injustices exist. The Retirement Act provides security for those who devote many years to working for the state service. If honestly administered, the merit system means equal pay for equal work for women employees. On March 1, all salaries below the minimum established by the new pay plan were increased to the base pay rates. A major portion of these increases was received by employees whose salaries are in the lower pay brackets.

We do not claim that salaries are adequate nor that we have accomplished every objective. The more reason why we should stand by the organization which has accomplished the most for employees in the history of Oregon state service!

There are three kinds of kickers—mules, shotguns, and men. The mule kicks because he was born that way; the shotgun kicks because it was made that way, and men kick because it is a right granted them by the Constitution.

—*Highways of Happiness*

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