

all result of action by the legislature regarding Civil Service and Retirement System was in accordance with the program sponsored by the O.S.E.A. Mr. DeFrance commended very highly our Legal Counsel, F. Leo Smith and Forrest V. Stewart, Executive Secretary for their hard work and courteous and effective presentation of the State Employees case to the Legislature.

It was through the efforts of our representatives in ably presenting facts and figures establishing the urgent necessity therefor that secured the adoption of the Civil Service pay plan March 1, instead of July 1, 1947. Every state employee affected by this action is indebted to the Association particularly those state employees not members of the Oregon State Employees Association.

Senate Bill 177, removing prior service limitation, was defeated by arguments advanced by the opposition

which we were unable to overcome. We were assured however that this matter will be reconsidered by the next legislature. We should bear in mind the number of bills detrimental to Civil Service, Retirement and State employees as a whole that were introduced and which kept us constantly on the alert to point out true and false arguments. Future O.S.E.A. Legislative Programs will not be easier but more difficult as we will have legislation to protect as well as objectives to be attained.

F. Leo Smith, Legal Counsel, filed a written report adding a few com-

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