

parity pay, pay comparable to that received by employees in private industry and in public service in the neighboring Pacific Coast States. We are getting closer to that objective. Not close enough, but closer. The median salary in California is \$210.00 per month, in Oregon \$198.00. California Employees Association is asking for further increases.

How Oregon compares with private industry will be brought to light as soon as the returns from our recent salary survey are tabulated. Our guess is the same as yours.

There must be some reason why there were 407 terminations of employment in one state department for the period January 1 to April 30, of this year. Replacements were far short of that number. Which leads us to believe that to catch fish there must be some bait on the hook.

The delay in establishing the 40 hour 5 day week caused many a member to slam the bang-board with much vigor. Some believed that the plan should have been in effect long before now. They seem to forget that so many of the ideas sponsored by O. S. E. A. are a new departure from the practices prevailing in Oregon for, lo, these eighty-eight years.

We worked hard in putting the idea over. Nor were we alone in the final weeks when the plan was materializing. We wish we could name here, the individuals who actively supported the idea but for reasons best known to them

and to ourselves we feel that we should not. To them the paid staff is grateful. To those who are making the loud noise on the bang-board we say—"count your tricks again."

A tattoo was played on our panel when the Civil Service pay schedule went into effect. Some few failed to realize the effort that went into getting the plan into operation four months ahead of schedule.

We are not defending the pay plan itself. There is much room for improvement and adjustments will be made from time to time. We are constantly

(Continued on page 32)

Oregon Gravel Co.

Sand - Gravel - Crushed Rock
Concrete Pipe & Concrete Tile

1405 N Front St., Salem
Phone 3417

Gold Beach Cafe

HOME COOKING

Gold Beach, Oregon

THE NOOK

Specializing in Spaghetti Dinners
Sea Foods and Steaks

In the country of the Croft Lily
On Hwy. 101 Brookings, Ore.

O. K. Transfer Co.

PHONE

4455

Moving Vans - Storage

Heavy Duty Draying

Packing - Crating

Local and Long Distance Hauling

PHONE

4455

350 Spring Street

KLAMATH FALLS, OREGON