

at work plugging for adjustments and will continue to do so. It cost the state several hundred thousand dollars to put this pay schedule into operation so someone must have received an increase in salary, and those employees did not have to pound the picket line to get the adjustment.

The cloak-room rhetoricians also heave a heavy ear at the bang-board. Many of these shyly turn their head when we try to see where the noise is coming from. We have no way of knowing what the individual's problems are unless they are brought to us. If your case has merit it can be corrected or we will know the reason why.

We cite but two examples, a member was forced to quit state service because of a disability. When he requested his prior service certificate he found he had accumulated none. He came to O. S. E. A., and when we closed the case this man had 18 years prior service credit.

Several people in one department felt that their jobs had been incorrectly classified. Upon investigation four of these classifications were changed and one employee was advanced up the salary scale. It all took time and effort and Kilroy didn't do it.

We hear many criticisms from employees about the retirement system. Some few seem to think that making their contribution is too much of a sacrifice. It does work a hardship in some cases during times like these, but we should keep in mind that the State of Oregon is laying away a like amount for you. It is all yours, no one else can tax it or touch it and you don't have to die to get it.

Employees asked for a plan of retirement and got it. We sometimes wonder what kind of a noise would be

made against the old bang-board if the request had failed.

We can say the same for Civil Service. Neither is perfect. Changes must and will be made. Whether those changes will be to the benefit of state employees will depend upon the willingness of the employees to support the organization working toward those benefits. These changes won't take place as a matter of course. Organized effort must be behind every attempt.

It was quite evident at the 44th session of the legislature that there would be organized opposition to some phases

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