

monthly employees are compensated for all the business days there are in a month instead of on the basis of the employees work schedule under the compensation plan.

These matters are of major importance and justify serious consideration and study by you prior to making your decision regarding the proposed amendments concerned.

We have faith in your sincere desire to best serve the interest of the state and employees alike in administering the Civil Service Act. It is the basic purpose of this Association to assist in this worthy endeavor, as we feel a deep responsibility for the existence of the act as law.

Our presentation of these objections to the proposed amendments is offered in the spirit of helpfulness and on the basis of a sincere desire that the act as administered will promote a spirit of good will among *all* public servants, all employees of the state. It is our opinion that the favorable reception in principle of our suggestions in the matters here involved will promote such good will among nearly all, if not all, of the state's public servants and will thus improve the service rendered by them to the people.

Very truly yours,

OEGON STATE EMPLOYEES
ASSOCIATION

Forrest V. Stewart, *Executive Sec'y.*

How Much Should Employees Be Told?

It has come to the attention of the staff that about the last ones to learn about state matters that concern them are the *employees*.

Illustration No. 1.—Our July pay checks, in many cases, were smaller than usual due to an increased deduction for retirement system contributions. This came about because, as of July 1, the members' contributions are to be on the gross amount earned each pay period until the gross amount

earned amounts to \$2400, after which time there will be no further deductions during the fiscal year (ending June 30), except for those who contribute on excess of \$200 per month. This is a legislative change, and although we tried to explain it to our members in the May-June issue under Retirement News and Sidelights, many did not read it and, of course, persons not OSEA members had less chance to know about it. In the Highway Department Salem office, no prior word of this change was officially given out and was not posted on the bulletin board. Probably many other employees were likewise kept in the dark. Payroll departments *were* advised. Tinkering with pay checks without proper and previous notice can be a touchy matter with employees and is not conducive to the building up of harmonious relationships.

Illustration No. 2.—Notices for the Civil Service Commission to department heads regarding recent proposed changes in rules stated that *employees* were invited to attend the hearing and to offer suggestions. Did all employees hear about this in time to do anything about it?

The O.S.E.A. has been generally notified concerning these matters and has officially applied itself to consistently appear in the interests of all state employees at all hearings and other meetings where the welfare of employees is concerned. It is not practicable for the Association to advise each member of all of these matters, as to do so would dissipate our finances and would divert the time available to our officials from the pressing problems where their presence is of importance to you.

We recommend, however, that the employees of all state departments and institutions let their supervisors and administrators know that they have a right to be notified of *all* matters in which their interests are concerned, and would appreciate cooperation from them.