

are inadequate for an employee whose savings are not sufficient to live on, and those who object to receiving only partial prior service credit.

"I can still do a good job of boiler operating for the oil crew and wish I could continue with them every season," stated one retiring Highway Department employee. Another highway crewman feels he is still husky enough to do a good job but he will be satisfied to comply with the law and retire if he must.

Said one woman employee indignantly, "I think it a shame that just because a person gets a few years on his head that he should be classified as useless and forced to step out when he is still mentally alert and doing a good acceptable job!"

One objective of a retirement and pension plan is to help give an employee freedom from a full time daily job while he is still healthy enough to enjoy his leisure. Many employees hope that they will be able to retire at 55 or 60. Some have suggested that retirement should come after 30 years of service, which would mean at age 50 for those who started in the service very young. Also it is better planning to have older employees retired on a pension than to have young men and women with no financial backing unable to find employment.

Pensions Inadequate for Support

"The last twenty years have been most unprofitable for the average employee since there have been long periods of idleness, and then of high federal income taxes and retail prices, with consequent dwindling of whatever savings were accumulated. The actual retirement pensions will not be sufficient for the average state employee," comments one press correspondent. "Two men," writes another, "have paid out everything they have made to care for invalid wives over a long period of years. One woman, who has no backlog of finances, is wondering about her future after retirement."

It must be remembered that the first

retirements are made in the years of transition to a pension system. It will be difficult for the first employees who retire unless they have savings to afford them their major support. A monthly maximum of around \$60 for those now retiring may be considered a meager assistance but some systems have established a retirement age and have provided *no* pensions. The Oregon state legislature in 1937 enacted a law requiring all school systems having tenure to retire employees at 65. For many of these school districts no pension plan was inaugurated until the passage of the state retirement law in 1945. In spite of the fact that uniformity of application is desirable when enforcing a law, it is possible for an administrator to request the retention of any employee who is doing acceptable work. Such provision would help those who do not have adequate savings.

A woman employee, when questioned, expressed her appreciation of her pension, saying that a few years ago she did not expect anything. But she does feel that after 30 years of service she should receive more than another who has worked only 20 years. It will be remembered that the O.S.E.A. did everything possible to obtain full prior service credit at the last session of the state legislature, and it is well known that our plans include continued efforts to bring about this change in the retirement act.

Many Welcome Retirement

On the brighter side of the retirement picture are the opinions of many other employees who welcome retirement. One man summarized his situation as being to his satisfaction. He owns his home, his children are independent and he and his wife can do very nicely with the help of the \$55 he will receive.

"It is a welcome opportunity to retire. I have been waiting for years to retire on \$50 per month and now it is available," said a Highway Department employee. "My wife refuses to put