

to the O.S.E.A. and will be used by it to the interests of the members. Benefits from this source could include: payment of premiums for sick employees when off the payroll, reduced membership dues, hospitalization and medical expense coverage, etc. Such benefits, of course, would be decided upon as the program continues in effect. The premiums returnable to the O.S.E.A. by the insurance company could easily amount to from 5 to 10 per cent after the group plan has been in force for a year or so. It is anticipated that this could amount to several thousand dollars a year. The O.S.E.A. could do a lot for the membership with *that* kind of money!

Benefits to Association

Every benefit to a member or to his family is a direct benefit to the Association, as it helps boost our value as a representative and worth while group. One of the best tests of our value is the meritorious service the O.S.E.A. can render to its membership *without* imposing unfair or discriminatory burden on others. This insurance plan is one whereby everyone gains; there are no losers. We should increase our membership to 5,000 by the end of the year; the percentage of dues paying (actively supporting) members will be increased; our finances will be strengthened; our ability to improve and to perfect public service in the interests of good government and in the interests of good personnel administration will be greatly augmented; the Association will become closer knit and more effective in attaining its objectives.

What To Do Now

Every present paid-up member can sign up for the insurance plan at once on the blue cards which are furnished.

Every delinquent member can regain active status in his chapter (see your officers) and can then sign up.

Every member can tell other employees about the plan and show them the advantages to be gained by joining the O.S.E.A. New members can join NOW on payment of \$1.00 state in-

itiation fee, can sign up for insurance, and will not begin paying dues or insurance premiums till the insurance becomes effective for him.

The insurance will become effective for the individual as soon as 75 per cent of the members in a chapter to which he belongs or will belong have elected to carry the insurance. The 75 per cent figure is expected to be based on the number of paid-up members in a chapter as of October 1, 1947. Reading of the prospectus will show the desirability of early enrollment in the plan.

Let us all get behind this plan and put it over in a big way! We help ourselves, our families and dependents, the Association and the general welfare of the state. Can our efforts be better spent?

WEST COAST JOB-WAGE ANALYSTS ORGANIZE

Federal wage and classification analysts located in the San Francisco Bay area have recently organized a Classification and Wage Administration Society. Objectives of the new organization are to exchange information on practices in the area, review and develop standards, coordinate wage and occupational studies, and increase the professional competence of technicians in the field. Albert R. Rathert, Area Wage and Classification Chief, Navy Department, is chairman of the group. —*Civil Service Assembly Newsletter*, July, 1947.

The Louisiana Department of State Civil Service is conducting a weekly "new employees' orientation session" at which personnel rules and regulations are explained at Saturday morning meetings in the state capitol.—*Civil Service Assembly Newsletter*, July, 1947.

THE ANGELS! — Women's faults are many, men have only two—Everything they say, and everything they do.—*Anon.*