

did no permit all of this objective to be realized.

It is my understanding that our request for the granting of accumulated sick leave benefits to all State employees for prior service has been complied with by the direct action of the individual administrators. In this matter, as well as the forty hour, five day week, your Association must acknowledge the support given to our requests by most of the Administrators in the State service.

The amendment to the Civil Service Act blanketing in all conditional employees at the discretion of the individual administrators was sponsored by the Civil Service Commission. We supported this amendment when we were informed that it had the approval of the veterans organizations.

CONCLUSION

During the past year your officers and executive staff have been successful in accomplishing many of the Association's objectives. We have also been successful in creating a favorable reaction to most of our other objectives and have every reason to believe that they can be accomplished at the next session of the Legislature.

Our progress this year has been the result of a lot of conscientious hard work by our Executive staff assisted by your officers and committee. Mr. DeFrance, Director of Laws and Legislation, his Committee and our Executive staff did an outstanding job of repre-

senting the Association at the Legislature.

Mr. Virgil O'Neil, Director of Public Relations and his Committee have been very successful in creating a favorable reaction among employees and State officials by the excellent issues of our magazine and their many fine articles.

Mr. Loren White our Secretary-Treasurer, has given generously of his time to see that our records have been properly maintained, and to help inform the employees about our objectives.

Mr. Claude Johns, Director of Civil Service, has worked diligently with our Executive Secretary to promote our objectives before the Civil Service Commission.

We are greatly indebted to Mr. Floyd Query and his Committee for the salary and cost of living survey which they conducted and which will be presented to this Council for approval.

Mr. Dave Cameron and his insurance committee are responsible for the very favorable group life insurance contract which is now in effect.

The unselfish and determined spirit of these members and the many others who assisted in the past years work, if continued, will most certainly result, in the foreseeable future, in the attainment of the balance of our major objectives.

BJARNE ERICKSEN, President
Oregon State Employees Assn.

Five-Day Work Week and Improved Working Conditions Noted By Secretary

This annual report, at best, can be but a summarization of the events of the past year. I shall attempt to review, briefly our accomplishments and failures; to give my personal reactions to matters of concern to employees, the State administration and to the public; to make recommendations for consideration by the General Council and Board of Directors.

WORKING CONDITIONS

The 40 hour, 5 day week for state employees was one of the major accomplishments of the year. It was not obtained by the Association alone. We had the active support of a number of department heads and other organizations. However, the Association was responsible for the concentration of effort.

The fact that the five-day work