

for jobs, discourages efficiency and initiative, and lowers the quality of service rendered the public.

2. Inexperienced new employees come to the service in fast increasing replacement of impatient and well-experienced employees who leave in increasing numbers. More inexperienced workers are required to do the work formerly done by the experienced. The result is a lowering of the present low average salary, an unwarranted increase in personnel, less efficiency, less service and more cost.

3. Those faithful older and experienced workers who remain under-paid on their jobs carry a large burden in training the new employees. Their job experience is required for teaching, at the sacrifice of their talents for *doing*. Without their services, the functions of their departments would entirely collapse. They are permitted little time to do their own work, being called on to carry the burden that their "helpers" are unable to do. This is *not* efficiency and it costs the state thousands of dollars a day in loss of service and divided application of valuable talent.

4. New employees accept the meager state starting salary in great part as a temporary condition while gaining experience. Their experience, once gained at state expense, enables them to work anywhere else at more pay and they soon leave for better jobs. Does the taxpayer gain by schooling these ambitious and intelligent new employees for the benefit of private industry, at state expense?

5. A well-treated employee will reflect his treatment in the work he does and the contributions he makes to the public service. Contrariwise, unfair treatment begets discontent, resentment and disgust. Any thinking person knows that slave labor is poor labor, underpaid labor cannot be cheerful labor, and discontented and resentful laborers cannot be expected to perform the increasing duties placed upon them.

6. Paying its hire less than a decent living wage is a shameful policy on

the part of the state of Oregon. Stalling such a merited salary increase borders on the despicable. The well being and livelihood of its employees is much involved in the state's salary problem. We deal here in terms of decency, in the livelihood and health of employee's children, in the perpetuation of a decent home life, in the maintenance of a fair standard of living, and in the creation of a sense of appreciation and renewed spirit of good will among the employed.

Oregon's Poverty Overstressed

The reported concern of our financially responsible officials in the state's financial problems seem somewhat strained and overstressed. When it is said "You are woefully underpaid, but where do we find the money," has thought been given to the fact that the employees are intelligent?

We are told there is a \$35,000,000 surplus in the treasury, "untouchable" at present. We are told that the taxpayer will pay more into the treasury this year than ever before. We know self-sustaining departments' incomes are constantly increasing. We know that shortsighted budgets have been exceeded in the past and their deficits covered by regular subsequent legislative appropriations. We know that a budget deficiency for foodstuffs does *not* result in starvation. We are told there will be a \$7,000,000 DEFICIT in the state's general fund by the end of the year! We are also told that money cannot be spent from the general fund in excess of its credit balance! We are told everything about the poverty of the state; everything that is pessimistic and black. We are asked to feel sorry for Oregon's financial condition and to accept as fact the state's inability to do right by its people and its public servants!

It should be realized that employees know a little about the efficiency or lacks of efficiency in state governmental functions. They see at first hand the result of state policies as they affect their own departments. If a dark and