

From 1932 to 1943, those State employees who remained faithful and loyal to State service took a beating at the hands of their employer. They carried a heavy load and were truly the "forgotten man" for whom little was done. These facts are now publicly recognized, at a very late date and after much damage to state service has occurred. Then, in 1943, an organization of state employees, The Oregon State Employees Association, began to function as a sounding-board for employees attitudes and as a champion of good government for the State. It carefully avoided tying-in with national labor unions, as it wanted to work for Oregon on a State basis without resort to the dictates of outside leaders and the resulting power politics so frequently associated with national union methods.

The OSEA believed at its inception, and still does, that a solution of Oregon's wage problem lies in education of the employee, the State administrator and the people of the State. They ask for fairness and consideration of the problem by ALL on the merits of the case.

Since 1943, the average monthly rate of all State employees has risen from a low \$159 to its present average rate of \$232. That is an increase of about 46%. Of course, that modest \$232 includes a \$20 cost of living adjustment effective since March 1, 1948 and destined to vanish by December 31, 1948. A \$212 average rate shows only a 33% increase since 1943. This change for the better is a direct result of the OSEA and its activities, and a recognition of a serious condition by some administrators and the 1945 and 1947 legislature.

The present State wage problem is as follows: *How can Oregon attract and hold its employees at a wage scale averaging \$38 a month less than paid elsewhere for similar work?*

#### **Facts and Figures**

Oregon lags behind her sister States to the north and south in wealth, population and public improvements.

Oregon has the greatest undeveloped areas and resources of any region on the Pacific Coast.

Oregon is attracting more hopeful home-seekers than any other State in the Union.

Oregon has the ability to develop its public services to a position of dignity and decency.

State employees have accepted low salaries in every year since 1942, which have totaled \$19,000,000 LESS than industry would have paid for the same services. This \$19,000,000 has been a gift to the State from its employees.

The cost of living in Oregon has increased 40% since 1943. The State employees average wage has increased but 33% in the like period.

Nearly 40% of those taken into State service each year stay less than one year. A large majority leave the State to work elsewhere at a higher rate of pay.

It cost the State money to continuously train new employees for their work, especially when so many leave after becoming experienced. The State runs a training school for industry at the expense of the taxpayer!

The large turnover in employees costs the State money (a) by taking the time of the experienced help, (b) by disruptions in service due to uncertainties of sufficient help, (c) by lowering morale of those who stay while others come, are trained and leave for better jobs, (d) by the mistakes made by the inexperienced, and (e) by trying to function with a shortage of trained and efficient help.

#### **What Kind of Employee Is Wanted?**

There are six classes of employees in State service at the present time: 1. Those of retirement age who feel they are needed to help fill the shortage of experienced help and many of whom cannot afford to retire on the pitifully small pension. 2. Those above 58 years of age who can plan to retire or change employers after 1951, and can protect their pension while so doing. 3. The experienced employee who has faithfully