

served the State for many years and who has faith that in his chosen career and dedicated service he will not be too shabbily treated or unduly oppressed. 4. Those who remain, in hope that public service will offer a life career at a decent wage. 5. Those who remain only while looking around for a better paying job. 6. Those who want only temporary work.

There should be only one class of employee in public service; namely, one who finds the service adequately paid, who is happy in the work he is doing or who can rightfully expect merited advancement, and who looks forward to ultimate retirement with an adequate pension after a career of efficient service, honestly rendered.

What Working Conditions Are Necessary?

The solving of a wage problem is usually tied in with other matters which also are a part of an employee's wages. Industrial management recognizes the following, among others, as a part of an employee's compensation: Pleasant and safe working surroundings, rest periods and facilities, health and sanitation programs, recognition and reward for employee ideas of value to the employer, life and accident insurance benefits, retirement benefits, vacations, bonus payments, overtime pay, etc.

When it is realized that industry functions primarily on a profit-making basis, one wonders if an employer who does less for his employees than does industry knows his business!

What Working Conditions Does Oregon Provide?

As an employer of over 10,000 people, Oregon ranks as a major employer. The public service of the State is big business! The public expects its management to be wise and efficient. Let us take a look at the "management" and see how it compares with the practices of industry.

Working surroundings—most state offices are overcrowded, poorly ventilated, inadequately lighted and badly in

need of paint. They compare unfavorably.

Rest periods and facilities—some, not all, State employees are permitted a short rest period from their confining work. The facilities are inadequate in general and those in use become the subject of much criticism from the public when in use.

Health and sanitation programs—many private concerns furnish home visitation to ailing employees. The State lacks building service equipment and facilities, has inadequate nursing service and permits sick employees to work when they should be home and not endangering the health of others. There is no State program of health and sanitation for its employees.

Insurance—thanks to the State Industrial Accident Commission, all State employees have a degree of protection against accidents during working hours. This is a commendable feature, common to all States. Only the Highway Department has contracted for Group Life and Sickness Insurance whereby its employees can buy full protection for themselves at a reasonable rate. There is no State policy along this line, only the OSEA can and does offer a low-cost plan to the State employees.

Retirement—thanks to the OSEA, there is in effect a retirement plan for nearly all State employees. It differs from those generally in effect in private industry in one major respect: The employee *pays a higher percentage of the total cost and the total pension is also smaller.*

Bonuses, vacations and overtime pay—compared to the general practices of private industry, Oregon cannot be proud of its present policies. No State employee ever heard of a bonus being paid by the State for exceptional production! Vacations are now fairly decent, thanks to efforts of the OSEA, although many employees pay out six of their earned vacation days for a five workingday vacation, due to a peculiar ruling from the Civil Service Commis-