

Retirement Act, the complaints above are only a part of what might be complained about.

Some complain that age 65 is too young for retirement. This complaining arises from the crying need for more able people in service. Some complain that the pensions are too low. This is mainly because those who retire in the early years of the Act's existence do not have a chance to build up the pension amount through their current service contributions.

There would be little complaint about age 65 being too young for retirement if the retiring employee received what he felt was an adequate pension. There would be no shortage of experienced help if state wage schedules and working conditions were what they ought to be.

Pensions for those who have retired and for those who will retire in the next few years are small, too small. Even the maximum pension after 30 years of current service, since July 1, 1946, amounts to approximately \$100 per month for a worker who contributes on the maximum amount matched by the State. That is not too large. The OSEA believes it can sponsor and/or successfully support measures which will correct present deficiencies in this Act. We encourage cooperation to this end; not destruction!

Curing By Killing?

If every progressive movement were to be done away with because of some defect therein, it is doubtful if we would be beyond the stone age in progress. Opponents of Civil Service have always been present, but Civil Service has grown and steadily improved. When cutting tools dull, should they be thrown away? A little sharpening would seem in order! Energy expended in destructive criticism is wasted; energy directed towards betterment is wisely used. To determine the worth of Civil Service, for good or evil, we as State employees can well afford to give it a chance to operate more fully. Scoffers are a dime a dozen—not so long ago they ridiculed the "horseless carriage."

Similar reasoning applies to the Retirement Act. Thousands of employees are now methodically and regularly laying away a part of their earnings against the "rainy day." When has such thrift become a vice? No contributing employee can purchase a life pension at less cost than under our Retirement System. Why should a few discontents try to scuttle the ship which can and will carry the many to a safe harbor in their later years. To cure the ailments by helpful treatment seems more sensible than by killing the patient!



Civil Service Commission Active In Discharge of Its Duties; A Report of Accomplishments, Aims

The establishment of the Civil Service Commission has meant that for the first time employees have a specific agency to which they may go in presenting grievances or securing information on personnel practices in the state service. Countless employees have visited the Civil Service Office since its es-

tablishment to secure information regarding vacations, sick leave, salary increases, reclassification, leave without pay, etc. Never before had definite policies been established on these important phases of employment which treated all employees in an equal manner. Some departments had developed well devised