

and technical men would be benefited, but the State of Oregon would profit in being able to retain, as well as to attract, competent technical personnel, and would not continue to be a school for the practical education of engineers who leave for more lucrative fields.

"Announcement cards were sent to around 265 state employed engineers and technical employees, calling a preliminary meeting in Salem, on May 4, 1948. This meeting was attended by 50 engineers and two guests, Mr. R. C. Burt, Grand President of the Engineers and Architects Association of California, and Mr. Loren White, President of Oregon State Employees Association. Here, it was decided that there was a need for such a technical organization, and a motion to organize was unanimously carried. Mr. White in a short talk approved the movement and stressed the idea that we should do nothing to weaken the original State Employees Association. Mr. Burt then added a very informative talk on some of the problems we would meet, how his group overcame some of them, and ended with a standing invitation to affiliate with the Engineers and Architects Association of California. A committee on organization was then nominated and appointed with unanimous approval, consisting of J. T. Skelton and Jay Barbee of Portland, Oscar Cutler, E. G. Ricketts, E. A. Pease, C. A. Gardner and Tom Hill, of the Salem office and J. W. Blair of the Aeronautics Division. E. G. Ricketts was appointed temporary Chairman and Claude E. Pfifer, Secretary pro tem. It was decided also to ask all present, and all other engineers and technical employees who were interested, to give a dollar each to cover organization expenses. Within less than thirty days we received contributions from 140 engineers, who constitute our charter membership. The meeting was then adjourned to meet again at the same place on May 25, 1948.

"When this meeting was called on May 25, a constitution was discussed,

and adopted with a few changes; and ballots for officers were cast and with the following results: President, E. G. Ricketts; First Vice-President, Forrest Cooper; Second Vice-President, Joe T. Skelton; Secretary-Treasurer, Claude E. Pfifer, and seven Directors: E. A. Pease, C. A. Gardner, Oscar Cutler of Salem, D. J. Barbee and Clay Cornett of Portland, Tom Edwards of Klamath Falls, and C. D. Cannon of La Grande. The officers are also ex-officio members of the Board of Directors. After this meeting, the Board of Directors took control and proceeded to draft a set of by-laws, which were later unanimously adopted by the membership.

"The above is a brief history of our beginnings; now as to what has been accomplished. We have a permanent committee on Working Conditions and Salaries, who by means of considerable research, succeeded in presenting a factual salary survey, with concrete recommendations for adequate salaries for State engineers and technical men, to the Civil Service Commission on the evening of October 15, 1948. Copies of this report have been sent to the Governor and his staff, to all State Commissions employing engineers, to the Interim Legislative Committee on Highways, to State Officials, and to the Press. Eventually, copies of this Salary Survey will be read by all State employed engineers and technical men, and it is believed that the Survey will create favorable sentiment, among all who read it, toward a more adequate salary schedule for all technical employees and engineers in this state.

Our membership is increasing and we anticipate continued growth, and we feel that the Association of Engineering Employees supplies a real need and will do a great deal of good for Oregon and its Engineers. Our aims are coincident with those of the Oregon State Employees Association, and there are many good reasons for both Associations to exist, to work together, and to create a healthier condition both for