

1948 OSEA General Council Meeting Reported in Brief

The General Council meeting of the Oregon State Employees Association was held in Portland November 19, 20 and 21, 1948 at the Heathman Hotel. Forty-eight delegates from forty-four Chapters were present, together with the officers, directors and many chapter members and visitors.

As the 1st-quarter 1949 issue of this magazine will contain the complete minutes of the meeting, we will give here only a brief account of what was discussed and what actions were taken. These actions, set forth by subject matter and adopted by the Council as its policies, are as follows:

WAGES AND SALARIES:

1. Approved a resolution that effective January 1, 1949 the wage and salary schedules for state employees be (a) on the present basic wage schedules under Civil Service plus the present cost of living adjustment, or (b) on the new basic wage schedules proposed by the Civil Service Commission; whichever is the higher.

2. That pay scales recommended by the Civil Service Commission, and adopted, represent parity pay with other states, federal service and industry; for each position and classification.

3. Exchange time practice to be abolished and employees be paid for overtime work at a minimum rate of time and one-half.

4. State emergency fund should carry an amount for the adjusting of wage schedules as necessary to meet increasing living costs and to maintain a parity scale of wages during the next biennium.

5. The questions of per diem allowances and the conducting of wage surveys were referred to the Board of Directors for study and action.

WORKING CONDITIONS:

1. Regular pay days be established and maintained for all employees. Board of Directors to plan methods of having this made effective.

2. That the 40-hour, 5-day week be made effective for all employees.

3. That all state employees be paid on a monthly rate basis.

4. That the conditions in which and under which the employees work should be investigated and steps taken to correct any which are detrimental to the efficiency of public service.

CIVIL SERVICE:

1. To investigate conditions regarding status of auditors and income tax field agents of the Tax Commission, and to take appropriate action to promote and protect their interests as they may be affected by interpretations of Chapter 496, Oregon laws.

2. That funds provided Civil Service Commission be ample to provide better service to the State and its employees.

3. That department-employed personnel officers be given responsibility and authority fully to discharge their duties.

4. That the operations of Civil Service be given more publicity to employees and the public.

5. That Civil Service Commission rules and regulations relating to vacation and overtime conform with principles in effect in other states, federal agencies and industry.

6. That Civil Service Commission be composed of three members appointed as follows: one by the Governor from the State-at-large; one by the Governor from a list of three names submitted by organizations of classified service State employees; and the other one to be chosen by the two Governor appointees.