

7. OSEA committee to be appointed by the Board of Directors to study in-service training needs of the State and to report its findings to 1949 General Council.

8. Amend the Civil Service Act to prohibit State employment of any person who advocates the overthrow of the government by force.

9. The question of extending the present veterans' preference to all State employed war veterans on entrance and first promotional Civil Service examinations was referred to the Board of Directors for appropriate action. The Council adopted the principle that all state employees should be loyal to the American form of government, and referred the resolution calling for "loyalty tests" to the Board of Directors with discretionary power to act.

#### RETIREMENT:

1. That the options available to a retiring employee be applicable to the pensions paid for by the State as well as to the employee's annuity paid for by himself.

2. That the prior service pension be increased from the present \$2.50 per month to \$4.00 per month, and to be retroactive; also that employees be credited with their full prior service.

3. That after three years of contributions, the amount so paid into the System be left therein to provide a pension at earliest retirement age; provided however, that an employee who contributes for not more than five years and who is separated from the system may elect to withdraw his accumulated contributions.

4. That retirement ages in the present Act be left as is; referring to the Board of Directors for study the problem of recommending varying retirement ages for various groups.

5. That all prior service credits be considered as earned in full as of July 1, 1946 and be payable in their full amount to those eligible to receive a prior service pension.

6. That the maximum salary limit as a basis for State matching of employees contributions be \$4200 per year, with employees to have option to contribute on stated amounts in excess of \$2400 per year.

7. That pensions for proved disability be paid as of the first day of such disability; and that the disabled, pensioned employee's residue of his contributions at time of his death be paid to his beneficiary.

8. The problem of obtaining a more uniform policy by departments, commission and bureau heads regarding the retiring or retaining of over-age employees was referred to the Board of Directors for appropriate action.

#### OTHER ACTIONS:

1. It was proposed to add three new directors to the OSEA Board of Directors. They would be: Membership, Insurance and Retirement.

2. It was proposed to permit the election of OSEA officers and directors from the active membership at large rather than from delegates to the Council as at present.

These two proposals require changes in the OSEA constitution and will be referred to the Chapters for ballot vote.

3. The Council approved taking over the functions of the Oregon Employees, Inc., and continuing that function of providing hospital and medical coverage to State employees who otherwise could not obtain it.

4. The Council extended our group life insurance contract with the West Coast Life Insurance Co. for another year at the same rates.

5. Approved the hiring of a full-time paid assistant to the Executive Secretary, to give attention to the visiting of Chapters, gaining new members and keeping the members better advised of OSEA activities.

6. Approved continuing to publish the State Employee magazine, giving the Board of Directors authority to consider a change in its size and number