

group, for those things which will improve public service: recognition of employees' interests, the right people in the right jobs, proper pay for honest work, and making State jobs attractive enough to gain and hold the kind of worker the public has a right to expect therein. Not a single action of the OSEA, not a single change brought about through our support has failed to in some way improve the service. An employer makes a smaller apology about starting rates of pay than he did before OSEA. We have fought for and maintained the principle under Civil Service that an unsatisfactory employee can be fired. We ask for no more than justice and a square deal for all state employees and encourage our members to exercise patience and tolerance in their dealing with State problems. We have made some headway in obtaining retirement benefits for aged and disabled employees on a sound financial basis. We have evidenced our desire to improve the State

services and the general welfare. We have never championed the cause of an inefficient employee. We can not rightfully be accused of selfishness, greed or strong-arm approaches. These are evidences of cooperation and a good spirit of willingness on the part of State employees. If inefficiency exists in the public services, we are interested to oust it for the sake of proper protection to the faithful, loyal employees who are our members. The OSEA believes in protecting its members, and to date is worthy of its high reputation of integrity in promoting the welfare of the State and helping to improve public service.

Attitudes control action, and when the attitudes of employer and employed become more nearly identical, real progress will be made and true efficiency will become more apparent. Public servants can expect a good attitude from the public when the public servants work together in the common interest.

## *Wages and Salaries Adjusted; Inequities Removed; Progress Made*

There are many misunderstandings about the state's new pay schedules which are to go into effect July 1, 1949. These misunderstandings occur among the taxpayers, the general public, the employee and administrators.

### **Public Misinformed About State Wages**

The general public seems to feel that the state has recently granted large increases in wages and salaries to its administrators, officials and employees and seem inclined to the idea that the overall rates are very high and costly. Administrators, officials and employees, alike, may well concern themselves with their duty to fully advise the public of the facts; through the press and by personal contacts.

The average increase per employee beginning July 1, 1949, is about \$13 a month or about \$0.08 an hour. This \$13 is an increase to present rates of pay which have been acknowledged as

inadequate for many years. Most pay rates, **with** the increase, are below those paid by industry, federal agencies and adjoining states for like work and like hours; none of them are higher. Every pay rate under civil service is subject to change at any time and it is well known the state's budget will not permit paying parity wages for the next biennium. In other words, the employees who stay in state service are assured of receiving **below parity pay wages** for probably another two years.

Those administrators whose salaries are set by law are, in many cases, receive increases in pay beginning July 1, 1949, through legislative action. The published list seemed long and the salary increases may have sounded large. It is factual to say that Oregon's administrators and officials have been woefully underpaid for years and not one is to receive a salary