

commensurate with his responsibilities and position when compared with most other states. The growth of the state adds burdens to our leaders and justifies much larger salaries than those now to be granted.

Employees Not Fully Informed

The employee seems to be the last person to find out what he is to receive for his work. The legislature and civil service commission get the data early, along with administrators and budget departments. The employee finds out in devious ways; through the press, by rumors, by guess, by special efforts and eventually by official notices handed sparingly around the office. The employees will appreciate being advised of such things at earlier dates.

Assuming that all employees are by now fully advised of what their jobs are to pay beginning July 1, 1949, it is probable that they are interested in what happened to John Doe and Jane Roe. We have heard that some of the higher paying positions were getting larger raises and that some smaller paid positions are to get no increase. In some instances that is true. Four or five classifications get no increase, including blueprinter I, engineering aide I, civil engineer II and parks supervisor. Many classifications receive only a \$10 per month increase including all clerk-typists, all clerk-stenographers and all clerks; a large proportion of all state employees. Practically all hourly-rate employees get some increases: Laborer I, 9 cents per hour to a new rate of \$1.14; laborer II, from 8 to 10 cents per hour; equipment operators from 7 to 10 cents per hour; trades craftsman from 11 to 16 cents per hour, etc. The highest paid skilled workman will receive \$1.60 per hour.

It may be of interest to know what has happened, relatively, to rates of pay between some of the lower and higher classifications. Using 1939 rates as a base, percentages of increase in pay as of July 1, 1949 (new pay schedule) show the following: Laborers, 128%; large truck drivers, 105%; engineering aide I, 122%; civil engineer II, 52%; civil engineer V, 25%; section foreman, 100%; paving and oiling crew foreman, 44%; weighmasters, 56%;

civil engineer VI, 30%; and clerk-stenographer II, 85%. These comparisons are based on starting rates and are typical. They show, in general, that the greatest progress in getting wages nearer the parity pay has been made in the lower rate brackets. They also show some of the beating that all of us have taken when it is realized that none of the new rates are on parity basis and that most of the increase has come about in the last few years. It should be remembered, also, that in addition to these wage increases there have also been granted more liberal vacation and sick leaves, shorter hours, retirement and disability pension benefits and some improvement in working conditions. Even these benefits are below par when compared with industry and other states.

It is not a coincidence to be shrugged off that the employee's lot has improved since 1943. The OSEA was formed in that year and has been increasingly active since. It is not boastful to say that the OSEA is more responsible for improvements in the employee's status than all other factors combined.

Any employee who has been in state employment since 1942 can check on his pay records and prove at once that the OSEA has helped him to the tune of at least \$1,000 in increased income. If there were no OSEA, there would be no civil service, no retirement act, no five-day week and much lower wage scales. Just check up on your records previous to 1943 and refresh your memory on working conditions prior thereto, not forgetting the middle 1930's, and let the facts soak in! Continued support of the OSEA and more members in it is the only sure way you have of improving your position, your pay and your future in state service. If OSEA had not been active this year, you would have LOST some of the advantages the Association has gotten for you. You owe it to yourself and your OSEA to support the group which has done so much for you!

Administrators Misunderstand Wage Problems

The administrators, officials and leaders of Oregon's state government