

OSEA General Council Adopts Policies for 1950

The Oregon State Employees Association, at their 7th State Convention held at Portland, November 18, 19 and 20 adopted their policies for the coming year and elected new officers charged with the duty of carrying out those policies.

The actions of the convention, comprising 54 delegates and 48 chapters, and representing some 5,000 OSEA members in State employ, follows:

Retirement Policies

1. That full credit for all prior service be granted and that the pension allowance be at the rate of \$4.00 per month for each year of prior service rendered by the employee. (Under the present Retirement Act, the retired State employee is allowed a maximum of 20 years of service (prior to July 1, 1946) and but \$2.50 per month pension per year of such limited time).

2. That disability retirement payments be permissible to an eligible employee after ten years of service regardless of cause of disability, unless self inflicted. (The present Act requires 15 years).

3. That the OSEA submit a plan permitting a State employee member of the system to earn retirement after 30 years of service to his employer. (At present the attaining of certain ages is required).

4. To study the feasibility of widening the field of investing Retirement funds to produce a higher, safe yield. (Present limitations as now applied to general funds of the State, primarily of low yield).

5. To sponsor an amendment to the Retirement Act whereby the beneficiaries of an employee, who dies before retirement age but after 10 years of service, will receive an annuity from the State equal to that provided by the employees contributions to the Retirement Fund. (At present, the employee's beneficiary receives only that annuity purchased by his own money;

considerably less than is provided in most other states and industrial pension plans).

6. To study retirement plans of other States, industry, Railroads, Federal Social Security, Federal retirement and others for the purpose of incorporating the best practices thereof to the present Oregon Retirement Act.

Insurance Policies

1. To open up the present OSEA Group Life Insurance plan to all State employees and to obtain payment of premiums by payroll deductions from all State Departments. (Present insurance has been for members only).

2. To conduct a study to determine the feasibility of amending the Workmen's Compensation Act to provide for sickness benefits through the State Industrial Accident Commission for all State employees by premium payroll deductions on an employee optional basis. (At present various commercial agencies contract with any state employee groups for such service, and the employees express some dissatisfaction with the services actually received.)

Civil Service Policies

1. That the "conditional" status of employees automatically change to that of "regular" after the completion of 6 months of satisfactory service. (A "conditional" employee has no assurance of tenure of position or Civil Service protection and attains regular status only by (a) proving his ability during a trial service period of 6 months, in the case of a new employee, or (b) by being approved for his position by examination or by employer acceptance, in the case of employees in service before passage of the Act or, in the case of one employed since then, by certification from lists of qualified applicants).

2. That positions of technical, supervisory and administrative nature be filled from lists created by promo-