

President's Message

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thought and study to the subject of a group health and accident insurance plan, the payment for which could also be made through payroll deduction.

Civil Service

The Civil Service rules and regulations now provide that after an employee has received his first adjustment in salary at the end of six months he may be considered again at the end of either from nine to 15 months, depending upon the anniversary date of the adjustment or promotion from one class to another, as such increases are allowed only in January or July of each year. This procedure not only creates an injustice to employee, but causes an unusual amount of work in both the Civil Service and Budget Director's Departments in January and July instead of there being a more even flow of work throughout the year.

Recommendation

It is my recommendation that a concerted effort be made to secure a change in the rules and regulations so as to permit an adjustment in salary annually after the date of the first increase or promotion.

Our Civil Service law should be a part of the Oregon Constitution, and it is exceedingly important that an effort be made to accomplish this at the very first opportunity.

Membership

The membership is the foundation of our Association. If our membership is not strong enough to properly finance a reasonable program dedicated to the welfare of the State of Oregon and its employees, than we cannot succeed.

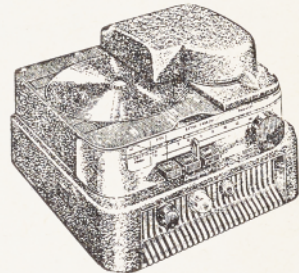
Although the cost of doing business has increased almost 100% since the founding of our organization, I am not

inclined to suggest that the dues be increased. It is still my belief as indicated to the delegates in 1948 that a paid-up membership of 6,000 at all times, at our present rate per capita, will produce sufficient income to carry the financial responsibility of our organization.

The records will show that our membership has increased more than 100% during the past two years, and if our present membership of over 4,000 is increased by 50%, we will have exceeded the 6,000 figure. At the present time this would be approximately 60% of the present number of full-time State employees.

During the two years which I have served as president, almost all of the chapters have indicated their desire in one way or another to assist the Association financially from their chapter funds. Although it is definitely the responsibility of the Board of Di-

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