

then 4000 members of the OSEA and the 140 members of the AEE. Some of the adopted rates were disappointing to both groups.

### Employee Groups Have Common Interests

There is no conflict of interests between the OSEA and the AEE, in fact there is every common interest between them, as should properly be the case. We of the OSEA have worked for better state pay scales since 1943 and have welcomed assistance from any sympathetic source. The OSEA is not completely satisfied with the present state wage rates, we still believe in the principle of parity pay for state employees. However, it is notable that for the first time in our history there were no demands at our annual convention for general salary or wage increases; but a continued program to adjust inequities was approved.

### Engineering Salary Comparisons

The Association of Engineering Employees has also prepared a comparison chart of engineering salaries paid by Pacific coast states and cities which shows that Oregon's present scales are below those averages in the following classifications: EA-I, EA-II, CE-I, CE-II and CE-III. However, if the averages of the states of Washington and California are used, and the cities of Seattle, Oakland, San Francisco and Los Angeles are excluded, the following Oregon classifications are below the average pay scales of those two states: EA-II, CE-I, CE-II and CE-III. On this latter basis of state comparisons, Oregon's deficiencies (starting monthly rate) are as follows: EA-II, \$10; CE-I, \$27; CE-II, \$25; and CE-III, \$32.

The AEE is rendering a real service

to the engineering personnel of the state, and the Oregon State Employees Association is appreciative of its value. Our own salary studies will be increased in scope this year in accordance with the specific resolution on the subject unanimously passed at the OSEA General Council meeting this last November.

Steffen, in barber's chair—"You ought to charge me only half price for cutting my hair seeing I have so little of it."

Barber: "In your case we don't charge for cutting it. We only charge for the time we spend hunting for it."

A chip on the shoulder indicates that there is wood higher up.

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