

- (b) To remove the 20-year limitation on the number of years of prior service.
2. (a) Increase from \$3000 to \$4200 the limit of annual salary on which an employee contributes to build up his current service retirement annuity which the State matches at retirement.
- (b) Remove entirely the limit of annual salary on which an employee contributes to build up his current service retirement annuity which the State matches at retirement.
3. To provide that the actuarial equivalent of the amount on deposit in an employee's account, plus an equal amount furnished by the State, shall be paid to the employee's widow or beneficiary as an annuity in the case of his death after 10 years of service, but before retirement.
4. Lower from 15 years to 10 years the period of service required for disability allowance where cause is other than actual performance of duty. the five years of service required in cases of disability caused on duty to remain unchanged.
5. Provide for optional retirement for those who have 30 years or more of service credit before reaching 60 years of age with a reduced annuity provision similar to that provided in case of optional retirement after 60 without reducing the amount of possible disability benefits.

OSEA Groups Busy

Insurance Committee

At the first meeting of the present OSEA board of directors in December 1949, a special committee was appointed for the express purpose of studying hospital and surgical insur-

ance and group life insurance plans for possible improved contracts. Members of the committee are as follows: Chairman, Willard Lawless; Ed Rief, Jack Norton, Gordon DeCoss and David Cameron.

The chairman reports that in the committee's 8 months of existence, it has considered the plans of approximately 45 insurance companies. This has consisted of both evening meetings with company representatives and committee consideration of correspondence with other companies.

The committee through its chairman, Mr. Lawless, has reported to the board of directors on its progress thus far in its mountainous task in sifting the many and varied details of the plans.

Work continues, but the group plans to make final recommendations at the next board of directors meeting.

Civil Service Committee

At the request of Acting Director James Clinton of the Civil Service Commission, an OSEA special committee is keeping abreast of the Commission's progress in preparing the current comparative pay survey.

The survey is to compare state salaries with those paid for similar positions in industry as well as in other states and political subdivisions. The committee, composed of Gordon Shattuck, Robert Ashby, Floyd Query and James Banks, all of Salem and members of the OSEA board of directors, is meeting with the Civil Service survey staff at intervals during the course of study. Results are to be submitted in a report to the Governor prior to the next legislative session.

Survey data is based on thousands of questionnaires returned by cooperating firms and agencies. Average salaries are computed by recognized statistical methods.

**OSEA DEPENDS UPON STATE EMPLOYEES FOR
MEMBERSHIP STRENGTH**