

OSEA Salary Policy

The Board of Directors, OSEA, were called to Salem on Saturday, August 25, for a special meeting to discuss the current wage and salary situation, and to set a policy to be followed at this time. Also, the meeting was arranged to permit the free discussion and interchange of ideas concerning other matters of interest to the Association. At the close of the all-day meeting, the following statement of policy was made public:

"The Board of Directors of the Oregon State Employees Association in a meeting today recognized that one of the basic needs in the interest of obtaining efficiency in state government is the maintenance of an adequate force of experienced and qualified employees in state service. Furthermore, in order to build and maintain such an efficient and effective state service the Association resolves to request an increase in pay for all state employees in an amount sufficient to hold qualified and experienced employees in service. In support of this request we call to attention the fact that there have been approximately 5,000 resignations from state service in the last year, and a total of 8,267 separations from all causes. The larger percentage of the 5,000 resignations represents employees who have resigned to accept positions outside of state service at more attractive pay. Many of these resigning employees were skilled employees trained in state service and their loss has resulted in increased costs due to the high expense involved in training replacements.

In view of the probability of a limited future labor market resulting from demands of military and industrial expansion, the Association believes we should concentrate on building a group of skilled and efficient employees to carry on the operation of the state government who would be working under pay scales and conditions which would be an inducement for them to remain in state service.

The Board of Directors of this Association states that the adoption of

this policy would result in increased efficiency in all state departments and an ultimate savings to the taxpayers of the State of Oregon.

In line with the above policy the Board of Directors commends the recent action of the Civil Service Board in granting a pay increase to the civil engineer groups in state service.

Furthermore, that we approve and recommend adoption of the corrections requested by the State Prison Chapter for improving the efficiency in operation of the State Prison.

We recognize the inadequacy of the pay scale of certain classifications of state employees and recommend that proper steps be taken to correct the deficiencies."

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The Board of Directors instructed the president to appoint a committee of three from the Board of Directors to act in cooperation with the executive secretary's office in making a study of salary trends and living costs and furnish the Board with a report of their findings at the next meeting of the Board. The committee appointed consists of F. Gordon Shattuck, Salem, chairman, E. F. Chidsey, La Grande, and J. T. Skelton, Portland.

Tuberculosis Chest X-Ray

Many members of OSEA have been quite active as leaders in The Tuberculosis Chest X-Ray Survey which is still in progress throughout the eight counties of the Willamette Valley. The State Employees were the first to be x-rayed when Marion county initiated its program during the month of July, 1951. In view of this very active participation it was felt that the members of OSEA might be vitally interested in some of the rather enlightening statistics which have been compiled to date as far as Marion county and the valley wide program is concerned.

According to records compiled in Marion county to and including September 18, there was a total of 51,972 persons X-rayed or 66.9% of the Marion county population. Of this number

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