

DISTRICT SOCIAL AT COQUILLE



Chapter members from District 3, Roseburg, Coquille, Crater Lake, Jojac, Grants Pass and Coos Bay, met in the new community hall at Coquille for the first social event of this magnitude ever attempted by this district.

The meeting was exceptionally well attended by members and their spouses. District Director Walter Krueger arranged the meeting and the program. State President V. G. O'Neil, Rudy Meffert and Bob Ashby of the Headquarters staff also attended.

MATTERS OF INTEREST

The holiday problems which have long plagued both institution employees and administrative officers were resolved in a satisfactory manner at a recent meeting of institutional personnel administrators. The meeting was called by Civil Service Director Terry to discuss these problems and to arrive at a solution by discussion and suggestion. Further meetings for related groups are planned and it is hoped that they will be of mutual benefit.

To allot equitable holidays to all departments, it is now planned to determine, at the beginning of each year, how many holidays are designated for the year. Those holidays will be allowed to all employees. If a holiday falls on an employee's day off he will be entitled to a day off for it, except holidays falling on Saturday will not be allowed. In other words, the institution employees will be entitled to the same number of holidays as regular Monday-through-Friday employees.

A recent field survey in which Headquarters staff assisted in gathering information statewide for the Civil Service Commission, in connection with the Highway Department request for a 40-hour week for maintenance division employees, brought to light some interesting facts. The fact that Highway Department was considerably below the scale paid by contractors engaged in highway construction was only one of the angles. Many of the civilian contractors paying a higher scale find it necessary to allow overtime to keep their men; others pay life and health insurance premiums of varying amounts (\$8.50 - \$9.50) as additional compensation.

It has been argued that State Highway Department employees enjoy the privilege of year around employment and therefor should be satisfied to work at a lower scale. The civilian contractors' personnel

work eight months here and compare earnings with highway salaries. It is true these men work in this area only portions of a year, but they are available to work elsewhere the remainder of the year and do so.

Contractors paying union scale for employees also are required to pay 7½ cents per hour to the union "welfare fund", another hidden payroll cost. This makes the gap even wider.

Paid vacations are also not entirely a state project, though they are paid only to senior employees by the majority of civilian contractors.

All in all, the survey brought to light some interesting comparisons.

An adjusted starting pay for Nurses Aide I to conform to the pay scale of nurses employed in private hospitals is also under consideration. The recruitment program for nurses is critical and some adjustment seems indicated.

OFFICER SCHOOL AT PENDLETON



District No. 5, left to right, (standing) Kracht, EOSH; Stewart, Staff; Wunder, Baker; Pratt, Baker, Brinnon, Baker; Anderson, La Grande; Conner, La Grande; Meffert, Staff; Hiatt, John Day; Gruis, La Grande; Lawrence, John Day; (seated) Mrs. Campbell, EOSH; Miss Brimacombe, Staff; Brien, EOSH; Mrs. V. G. O'Neil; O'Neil, President; Jayne Williams, EOSH; May Aldrich, EOSH; Ashby, Staff; S. C. Earnest, District Director, EOSH; Stamper, Round-Up. Not shown, Zander and Yeck of Round-Up chapter.

District Director S. C. Earnest of District No. 5 was host to the first in a series of round-table meetings designed to prepare chapter officers-elect for the job of handling the affairs of their chapters during 1954-55.

Chapters in this district are La Grande, John Day, Baker, EOSH and Round-Up. All were represented at the conference by in-coming officers and other interested members. Many out-going officers also attended.

V. G. O'Neil, OSEA president, and Meffert, Brimacombe, Ashby and Stewart of Headquarters acted as a panel. Topics dealing with chapter administration, reporting, dues collections, handling grievances, employee rights and record keeping were discussed.

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