

SEPTEMBER IS MEMBERSHIP MONTH

On September 1, 3527 OSEA memberships will become due. Chapter membership committees will begin contacting members and prospective members. This is no easy task. It requires time, effort and faith in the organization. Committee members and officers are state employees giving freely of their evenings.

This is a legislative year. OSEA will be faced with two major tasks at this session, (1) a reform of the state wage structure and (2) amendments to the retirement law. Both are items of extreme importance to all employees.

The strength of OSEA is in members. It is powerless without a majority of employees as members. Those who hang back and those who decry the effectiveness of the organization are either not aware of the many accomplishments of OSEA or are seeking a free ride at the expense of others.

No more conclusive evidence of the effectiveness of organized effort could possibly be established than that shown by the results to date of the Barrington Survey.

Members are urged to seek out their chapter officers and to pay dues now — and bring in a new member. The voice of OSEA will need to be loud this year.

JEAN BRIMACOMBE HONORED

OSEA's Miss Jean Brimacombe has been selected by the National Secretaries Association to represent the Northwest district as a member of the national education committee. This is one of the few ways this organization has of paying honor to members who, by their efforts and ability, have made a signal contribution toward furthering the purposes and increasing the standards of the secretarial profession.

DON'T ABUSE SICK LEAVE

Sick leave earnings under Civil Service of one day per month accumulative to 90 days are considered by many to be an excellent form of health insurance. Some employees are fearful that abuse of sick leave privileges will lead to drastic curtailment of this benefit.

BOWLERS! — YOU'RE UP!

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ing for consideration by the incoming captains. One, that the handicap remain as now (unlimited). The other, than any bowler with a nine-game average in either league be permitted as a substitute on the last three nights, provided his average does exceed the average of the absentee.

24 Teams May Roll

It looks as if there will be a 24-team league again this year, though it may be necessary to set up one or two new teams to fill squads.

The men attending the organization meeting should be the new captains. They should be prepared to state their preference for early (6:15) or late (8:30) squad. If possible, a few should, if necessary, bowl either league to provide flexibility. Time is short. Bowlers are urged to begin now to develop interest. For help or suggestions contact one of the following:

Jay Gould—president, League 1 (6:15) State Ext. 343.

Rudy Meffert—president, League 2 (8:30) 4-4459 or 4-5236.

Wendell Ewing—league secretary, 2-3671.

EMPLOYEES RAPPED

Some Oregon publications have recently taken an editorial slap at employees of the state and its political subdivisions.

The editorial comment was evidently triggered by an article appearing in the July 31 issue of the Oregon Voter. The Voter item was based upon a report in a U. S. Census bulletin called "State Distribution of Public Employees 1953."

Some of the editorials took delight in pointing out that the average salary of Oregon state employees was \$320 a month while the U. S. average was only \$287. To get this average they included salaries of the unclassified employees, all of top management. What they failed to emphasize was that administrative and top management salaries were not included in figuring wages paid by industry.

To be fair, the salaries paid **unclassified** state employees (elected, appointive and academic) should not have been included in the state averages.

Of the 13,800 **classified** (Civil Service) employees about 63 percent are paid less than \$300 per month. The median salary is about \$270 per month or about \$1.56 an hour. The industrial average in Oregon is \$2.13.

More than 80 percent of these classified employees get less than \$370 per month. This is about the average paid by Oregon industry.

The five states listed as averaging higher pay than Oregon are California \$370; Michigan \$368; Washington \$333; New Jersey \$377 and Wisconsin \$323.

Except for a few highly skilled classes the state of Oregon is not in competition with neighboring states. The state of Oregon must compete in the local labor market. It must compete in a market that tops all states in hourly wages paid to industrial employees.

For example, the state penitentiary which requires strong young men as guards can offer only \$1.44 an hour yet private industry competing in the same labor market offers an average of \$2.13 an hour.

No other group is more conscious of high taxes in Oregon than its public employees.

Public employees can expect more of this sort of thing as the economy tightens.

CALIFORNIA STUDYING OASI

The California State Employees Association is deep in the problem of OASI. CSEA sent their state president to Washington, D. C., to appear before a congressional committee. The association has also retained the services of a firm of consulting actuaries to help formulate its combined retirement plan — if and when members decide to go for OASI. California employees look at Oregon's experience with fear that their PERS may be weakened also.

CAL-WEST PAYS FOR EXAM

Robert D. Chamness, a group supervisor for Cal-West, is working with OSEA's Bill West requalifying chapters for group life insurance. They report some members hesitate to fill out the "long form" application because they think this obligates them to take a medical examination. This is not so; there is no obligation. If the company asks the applicant to take such an examination the exam is paid for by the company and the applicant may refuse if he wishes.