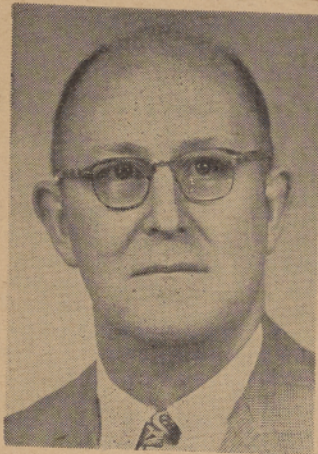




ED TAGGART

Director of District 2

"One of the compensations of being a District Director is to follow the steady growth of OSEA and learn of the increasing confidence that is being shown in the various activities sponsored by our Association.

"Thanks to the activity of our membership, we are fast approaching representation of a majority of state employees. This should give us a new incentive to forge ahead for every possible new member—each member a booster for the best, most effective representative organization for the greatest number.

"It is particularly encouraging to know of the work done in preparing authentic salary and wage data for presentation in requesting needed adjustments in salaries and wages. It is heartening too to realize that every effort is being made to be sure no one is overlooked.

"I solicit the support of everyone interested in the welfare of state employees. OSEA deserves your backing, numerically as well as financially."

The American Red Cross reminds that it is better to lend a pint to save a life than to lose precious blood in a highway accident.

Public Welfare 31 Newsletter December 28, 1956

The OSEA State-Wide Salary Committee has now completed the 1957 salary recommendations for the legislature. The final comprehensive report for the approximately 750 classified and unclassified state positions went to press this week. The 500 copies of the report will be available for use by the legislature, the state officers, the Civil Service Commission and to department heads. OSEA members can be proud of the thorough, fact-finding procedures used in this first comprehensive report by the Association.

Three basic criteria were applied in arriving at each salary recommendation in the report. First, an analysis was made of each job so that data was reviewed from comparable jobs to those in state service. Second, salary analyses were confined to the particular competitive labor market area for each job, and third, comparisons were made only with those firms and other governmental agencies that were adequately staffed and truly reflected the going rates for each classification. By uniformly applying these three sound principles, the OSEA salary recommendations have proposed a salary program for state service which will reduce turnover and will encourage career employment among its employees. The OSEA salary program will, in effect, save the state millions of dollars as well as provide sound administration of state government.

The OSEA salary recommendations are of major importance to employees of the State Public Welfare Commission. The recommendations include every classification in the department. The proposed salary recommendations for clerical and stenographic staff include a three to five range increase. There is also a recommendation for classification which will correct inequities between the various state departments for these specific classifications.

The social work series establishes a sound basis in the use of the three basic criteria which will correct the inequitable position which has existed in these classifications. We are proud to find that an independent study by a sub-committee on compensation in the California State Department compares point for point in the approach, method and findings to that of your OSEA committee. The California study will strengthen your OSEA's recommendations. The OSEA recommendations include a four to nine range increase in these classifications. These recommendations will provide a sound salary program for the employees and for the Department.

We hope to make these reports available to as many staffs as possible. Preliminary reports are now located in every office in Multnomah county. We suggest that Welfare Department Staff in other counties contact their OSEA chapter for copies that were available at the General Council. We will be happy to make copies available to staff and to local county commissions. Please address your inquiries to: Robert E. Dahl, 5640 N. Greeley Avenue, Portland 11, Oregon.

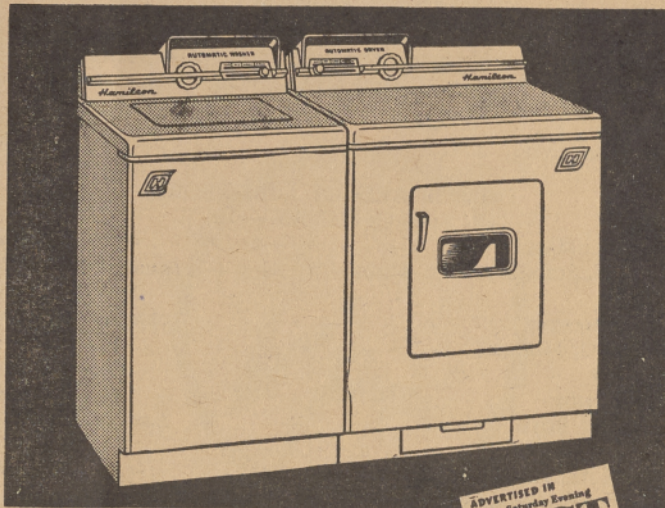
We wish to request that all Welfare Department staff join OSEA in January. If you are a member, sign up a new member. If you are a non-member, may we invite you to join today. If there is no OSEA chapter in your area, you may join either in Multnomah or Marion county. Both your membership and your financial support are needed now to sell this salary program to the 1957 legislature. OSEA is going to bat for us. Let's support OSEA and its salary program. Dues are \$2.50 for January and February or \$6.50 to September. We recommend that you pay to September to support the legislative program which begins now.

We also wish to remind you of the savings OSEA has available through discount buying. We will be printing a new discount list for all members.

Next meeting January 17, 1957, Room 36, State Office Building, 8 p. m.

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A. We don't blame you for being confused, because we know there are a lot of important things to look for before you buy insurance. Some of them are as follows:

1. Does the company have an adequate reserve to pay losses? The reserve needn't necessarily be "large" (it may be a small, well-managed company) but the reserve should be in proper balance when compared with the amount of liability outstanding.
2. Has the company made a profit over a period of years? We hope no one wishes to insure with a company whose rates are so low that it cannot show a profit.
3. What is the loss-paying record of the company? Figures are published each year showing the number of lawsuits pending against a company for each \$100,000 of premiums that have been collected. If the company of your choice is one of the top group with few suits pending, it indicates that it settles its claims promptly.
4. How about the policy itself? Is it at least a "standard" form or, better yet, one of the new broad-form policies?

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