At the Legislature . . .

STAFFER TALKS WITH HAND . . .

Beulah J. Hand listens, while in the background, James B. Daniels chats with Representative Gust Andersen and secretary, Dorothy Root.

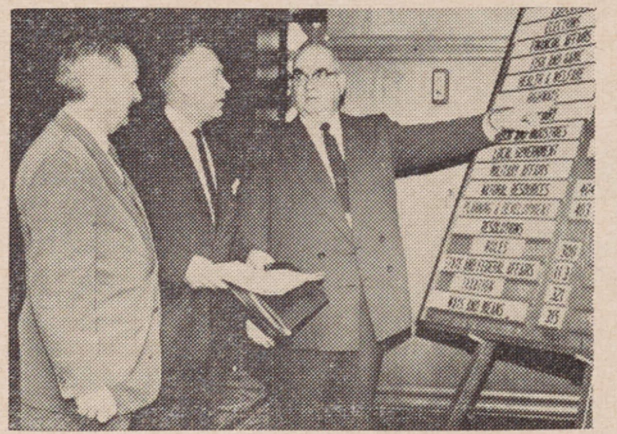
A STEP in the PROGRESS of a BILL

Whitney A. Halteman hands a bill to Dr. Frank L. Roberts, chief Senate Clerk.

A BUSY PLACE . . .

The Bill Room hums with activity. Minnie McFarland, (left), and Barbara Haggerty converse as Halteman takes delivery of newly printed bills.

WHERE'S THAT MEETING? . . .



Richard Moffett, long-time Senate door keeper, and Vern Drager, Sergeant-at-Arms, (right), inform Halteman. Drager is a former OSEAer.

STUDYING THE MEASURES . . .

Senator Daniel A. Thiel, Astoria, and Representative Clarence Barton, Coquille, tackle a knotty problem. (Capital Journal photo).

. . . and LADIES, TOO

Feminine Senate members, Alice Corbett and Jean L. Lewis, also talk shop. (Capital Journal photo).

NOW IT BECOMES AN ACT . . .

OSEA Public Relations staffers, Whitney A. Halteman, Manager, and Polly Predmore, OSEA News editor, scan bill just signed by the Governor. His signature makes the bill an Act.

A BILL THAT'S JUST...

In the interests of the state and its employees the Association is again, as in 1959, submitting a bill that will strengthen the statute O.R.S. 240.235. Purpose of this is to set forth that competitive salaries WILL be paid rather than MAY be paid.

EXPLANATION OF PROPOSED BILL

In this proposed Bill we ask you to declare a Legislative policy regarding salary matters; the policy being, that equal pay will be paid for equal work. This policy is set forth in Sub-section 1, of the amended Bill. It does not change the direction to the Civil Service Commission to consider all factors in arriving at the competitive rates, for instance: yearly income, regularity of work and all other practices of the various employee benefits, including vacation credits, etc.

Therefore, passage of this proposed Bill is in the public interest because:

1. Substantial savings will be realized by the reduction in turn-over and loss of capable clerical, administrative, professional and key personnel to other employment areas.
2. It provides career employment incentives by the establishment of prevailing salary ranges, thereby, effectively reducing extensive replacement and training costs.
3. Greater economies will result in the programs and services of the State through the establishment of a competitive compensation plan.

The Bill, as amended, directs the Civil Service Commission to make adjustments in the rates when their surveys find them to be needed. This will eliminate long-standing handicaps under which State employees have been working. If the money is not available to make the adjustments and the Governor withholds his approval, it will establish a definite date wherein salaries commence trailing in a given area. This information, we believe, the Legislature should have available. For example: State employment has been trailing in the area of Highway Maintenance personnel for the last two years, but, nowhere does this appear in the official record in order that it may be called to the attention of the Legislature.

THE BILL READS:

Section 1, O.R.S. 240.235 is amended to read as follows:

240.235 (1) In order to attract unusual merit and ability to the service of the State of Oregon, to stimulate higher efficiency among the personnel, to provide skilled leadership in administrative departments, to reward merit and to insure to the people and the taxpayers of the State of Oregon the highest return in services for the necessary costs of government, it hereby is declared to be the policy of the State of Oregon to provide equal pay for equal work, and regular increases in pay in proper proportion to increase of ability, increase of output and increase of quality of work demonstrated in service.

(2) The commission shall adopt a compensation plan conforming to such policy and providing for each class or position a minimum and a maximum rate and such intermediate rates as it finds necessary or equable, in establishing such rates, the prevailing rates for salaries and wages for similar positions in private industry, in the service of other state governments and in federal service shall be the standards to be observed, considering practices, yearly income and other benefits for employes.

(3) Modifications of the plan shall be made upon a finding of the Commission that such modifications are merited, based upon pay rates and practices in private industry, the service of other state governments and federal service in the relevant labor market area, and upon the approval of the Governor.

Each employe in the classified service shall be paid at one of the rates set forth in the compensation plan for the class or position in which he is employed.

(NOTE: The foregoing is the form that will be presented to the Legislators for their signature in enrolling the bill.)

ANNOUNCEMENT

Your District and Chapter leaders are attending a 3-hour workshop, "Program for Progress," during February and March. You will soon hear about it from them.