Chapter W'kshop On Leadership

by C. D. Johansen
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The 1964-65 chapter workshop series have been completed recently with meetings in Eugene, Corvallis, Salem, and Portland.

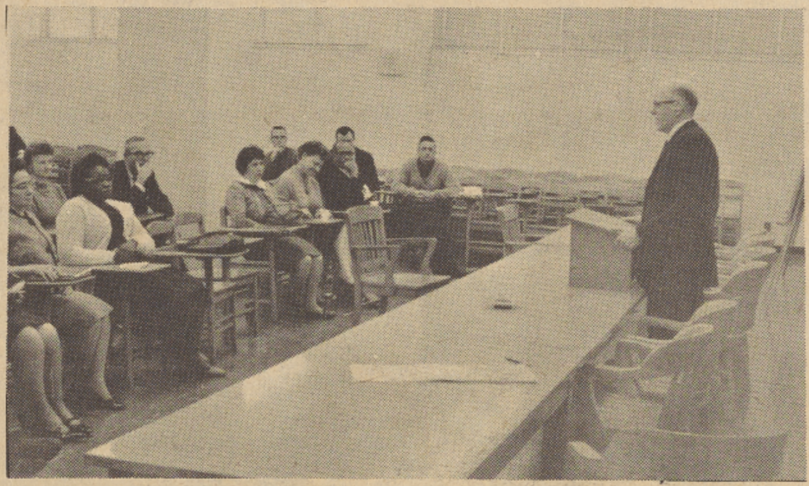
The workshops, which provide training in the respective duties of chapter officers and representatives, also exposes new officers to the know-how of state board members who have come up through chapter ranks to their present offices.

Primary matters under discussion at the workshops were chapter meeting attendance, grievance handling, membership growth, and public relations.

Participation in this year's series of meetings was excellent with attendance exceeding last year in nearly every area of the state. An interesting addition this year was a 15 minute series of color slides and narrated tape of the 1964 General Council. This presentation was prepared at the request of the Board of Directors to better inform the membership throughout the state of the functions of General Council. Duplicate sets of the slides and tape will shortly be available for use by all chapters in their chapter meetings. Requests should be sent to OSEA headquarters indicating the date needed.

MANY DRUGS which are harmless to most people can cause severe attacks in asthma sufferers.

SALEM WORKSHOP: Membership Secretary Eleanor Shryock leads the discussion as Crystal Ames, Arley Jonish, Vicki Webb, Carolyn Chambers, Mildred Anderson and Frances Kelly take notes.



PORTLAND WORKSHOP: District Director Dale Sturmer was the discussion leader for this workshop meeting.

A SECOND LOOK AT PERS

Steps the legislature could take to boost retirement pay of state employees and therefore correct the current imbalance between employment pay and retirement pay were outlined by former OSEA President and Director of Academic and Unclassified Services J. Lloyd Le Master, in an article in the December 30 issue of the Corvallis Gazette-Times.

In his article, Judge Le Master said inflation—brought on by a series of revolutions in systems administration and production as a result of World War II—plus other events and trends that have occurred since the Public Employees Retirement System was established in 1945, have produced the current imbalance between employment pay and retirement pay.

In pointing out the history of PERS, Le Master said the legislature established the system to yield to the retiree one half of his last five years' average salary at age 65, after 30 years service, with an effective maximum benefit of $100 per month because of limitation on matched contribution. Under this scheme, Le Master said, a distinguished Dean at OSC was summarily retired on $52.65 per month along with many other distinguished scholars, secretaries, janitors, etc., on comparable to lower monhly stipends. To the wails that emanated from the retirees, Le Master continued, it was argued that the system was new and would get better as time passed.

"Well, here we are 20 years later, and the system is 20 years older but we retired a distinguished and ranking scholar last year at the age of 70 under PERS on $97 per month. Yes, retirement pay went up from $52.65 to $97 in $20 years, while a carpenter's pay went up from $6 per day to $24 and inflation jacked the price of everything comparably in the same 20 years. In reality, in real wages (purchasing power) the $97 becomes $24 of the kind that were used to retire the Dean 20 years ago. While current service pay for academic employees has increased about fourfold (as it has for the carpenters and others in our society), retirement pay, insultingly small in the beginning, has only doubled in 20 years, thus exaggerating the original depression-conceived imbalance."

To correct the situation, Le Master said, he would urge the legislature to increase prior service from $4 to $7.50 per month for every public employee in Oregon who is under PERS—public school teachers, college professors, classified employees—everyone. Next, he said, he would urge the legislature to permit the employee who is working beyond age 65 to continue to contribute to the retirement fund as long as he works, thereby permitting him to build up out of his current service pay, his retirement income.

Judge Le Master concluded that the academic employees should be given an emergency step increase to parallel the one given the classified employees by the Emergency Board earlier in December. After that, any additional revenue should be allocated between current service pay and retirement pay so as to progressively remove the presently existing and constantly worsening imbalance.

W&M Considers Mileage Bill

A proposed Department of Finance and Administration bill, which would raise the allowable mileage reimbursement for private cars used on official state business from 7c to 8c per mile, was considered by the Salary and Wages subcommittee of the Joint Ways and Means committee at a meeting on January 20.

OSEA Executive Secretary Thomas C. Enright testified in favor of raising the present 7c limitation to 10c with the expectation that the Department of Finance and Administration — which by statute is allowed to set the rate within the statute limitation—would set the rate at 8c.

"Our proposal would preclude the necessity of coming back to the legislature next session and asking for a raise from 8c to 9c," Enright said.

Senator E. D. Potts, D-Grants Pass, moved to retain the 7c rate and was supported by Senator Daniel A. Thiel, D-Astoria, and Representative Stafford Hansell, R-Hermiston. Senator Ward Cook, D-Portland, Representative Don McKinnis, D-Summerville, and Representative John Mosser, R-Portland, opposed the motion.

When Representative George Flitcraft, R-Klamath Falls, said he was not prepared to vote on the motion, the matter was deferred until the committee can obtain more information on mileage rates paid by private business.

EUGENE WORKSHOP: OSEA President R. M. "Hoad" Smith discusses OSEA progress as District Director Helen Towne, Sharon Lewis, Edna Eklof and OSEA Secretary-Treasurer Marha Smith listen.

PORTLAND WORKSHOP: District Director Dale Sturmer listens to a point brought out by Chapter 17 President George Israel as Martha Smith, Marjorie Mason, Marian Fox, Beth Brandes and Bob Mitchell look on.

SALEM WORKSHOP: OSEA President R. M. "Hoad" Smith, Winifred Sullivan, John Gordon, Ed Wilson and Bernice Bregler discuss grievance procedures with OSEA Civil Service Director Jim Fisher leading the discussion.

SALEM WORKSHOP: Assistant District Directors Deb Bolton (district 9) and Ed Euken (district 2) lead discussion of membership growth with Catherine Baker, L. W. Pruett, Joe Doerfler and Phyllis Shultz looking on.