

OSEA Wants Workers Brought to Minimum Wage

State employees getting less than the \$280 federal minimum wage should be the first in line for pay raises July 1 when the mid-biennium adjustment money is allocated.

That is the first of four recommendations made by OSEA's Board of Directors as to how the \$1 million salary fund should be spent.

Next in line are the Institution Teachers, the Nurses and the Highway Maintenance Men, the board said.

Its recommendations were submitted to the Civil Service Commission by Everett B. Stiles, wage and salary analyst.

There are approximately 900 employees in classifications now being paid less than the minimum wage. They include

Savings Bonds Drive Started

The 1968 savings bonds program for all state employees was launched May 1 at the Capitol.

H. C. Saalfeld, general chairman, said it will be "a short, concentrated campaign" to increase the purchase of U. S. savings bonds by state employees, with emphasis on systematic monthly saving through the payroll deduction plan.

Saalfeld is director of the Department of Veterans' Affairs.

Approximately one in four state employees now buy bonds through monthly deductions from their paychecks.

Clerk 1, Education Project Aide 1, Domestic Worker 1 and 2, Institution Worker 1, Seamstress 1, Laboratory Aide, Seed Analyst Aide and Conservation Aide.

The Institution Teacher salaries should be equated to the 1968-69 salary schedule for Salem Public School teachers, the recommendation letter said.

"In 1961, the Ways and Means Committee of the legislature accepted the principle that the salaries of this group should be compared with the Salem teachers," it noted.

"Unfortunately," it continued, "the 1967 compensation plan deviated from this procedure and as a result the salaries of this group currently compares with the 1965-66 Salem schedules."

The board's third recommendation is to allocate funds to continue the Nurse's salaries at the current level which was established last November.

"When the Emergency Board appropriated the funds to increase nurses' salaries in November, it only authorized enough money to pay the increases until July, 1968," the letter stated.

"The increase also created a geographical differential by paying the Portland area employees at a higher rate. We believe the state to be a common employer; therefore the salaries of all persons performing in the same classification should be within the same salary range," it declared.

The board's fourth recommendation is pay raises for the Highway Maintenance Men series.

Salaries paid to this group are below those paid in at least six Oregon counties, the letter notes.

"Multnomah County salaries in 1967 ranged from \$55 to \$90 per month more than state

salaries at various levels."

"Even the December Civil Service Commission salary survey indicated the heavy equipment operator, HMM3, is about \$100 per month behind the average of those surveyed," the recommendation letter says.

"Maintenance men generally compare themselves with private contractor employees do-

ing the same type of work. If you were to compare the salaries of this group, the state scale would barely reach 50 percent of the contractor rates," the letter said.

In conjunction with the HMM series, the board recommended raises for the related classifications of Equipment Operator 1, 2 and 3.

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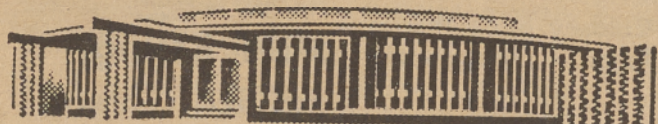
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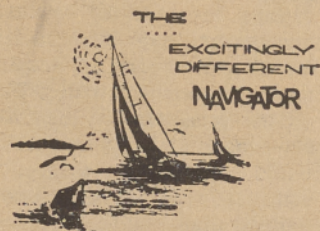


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