

employees will receive salary increases ranging from \$20 to \$35 per month, financed by an appropriation of \$2,000,000.

The basic minimum wage was set at \$90 per month, with an economic adjustment of four steps for persons in the lower brackets and a three step increase for persons in the upper brackets. Under this plan, no employee will receive less than \$110 per month.

If the cost of living decreases, salaries will be decreased proportionately, but they will not be raised if the cost of living increases. The civil service director is to make an investigation each February to determine any change in the cost of living in Minnesota cities. The present adjustments are based on the cost of living index of the Bureau of Labor Statistics of the United States Department of Labor for the month of January, 1945.

The appointing authority is to review the salaries of each employee in his department every 12 months to determine whether the rate of pay of the employee should be raised to the next step within his range.

By the enactment of another bill, all state employees are to pay at least 5

percent of their salaries into the state retirement fund. Those who now pay 5½ or 6 percent will continue to do so. This bill also goes into effect July 1.

Through constant vigilance during the legislative session, organized employees were able to keep the state civil service law intact although several attempts were made to destroy it.

#### *Progress of Eloise Attendants*

Since organization of Wayne county, Michigan, Eloise hospital attendants seven years ago great strides have been made. Among their accomplishments are civil service, a pension plan, the reduction of work hours from 78 to 48 per week, time and one-half for overtime and double time for the seventh day, eleven holidays per year with pay, one day a month sick leave accumulative to 100 days, twelve days vacation with pay, elimination of the split shift, seniority in promotions, transfers, demotions, and lay-offs, grievance procedure, and competent representation before the civil service commission, county board of supervisors, and board of institutions.

Under the new pay rates class I hospital attendants receive a minimum of \$1,800 for a 40 hour week and the pay scale progresses to a maximum of \$2,730 for class 3 attendants working 48 hours a week.

Through the attendants efforts the board of county institutions recently approved the reorganization of the female psycho division. Four new positions have been created to administer this division. They will be filled by hospital attendants through civil service promotional examinations.

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