

OFFICERS AND DIRECTORS MEETING CHAMBER OF COMMERCE ROOMS, AUGUST 22, 1945

Officers and Directors present: I. A. DeFrance, H. V. Carpenter, E. H. Clymer, H. J. Anning, C. T. Terril, Floyd Query, A. J. Ford, and E. E. Stream. Wage and Hour Committee: George Renshaw, Paul Gemmell, and Bjarne Erickson; Membership Committee, Elizabeth Dotson. Forest Stewart, Executive Secretary and Margaret Vroman, Secretary.

The meeting was called to order by the president. The minutes of the last meeting as published in the May-June issue of the Association magazine were approved.

Mr. Stewart introduced Mr. J. N. Chambers, Chairman of the new Civil Service Commission. Mr. Chambers gave an interesting talk outlining the program of organizing the Civil Service Commission. He stated that notices have been sent out announcing examinations for Civil Service Director and that the new Commission does not plan to take over operations for the Social Security Agencies until it has completed its organization.

Mr. Stewart reported on the prospects for group life insurance and hospitalization and was instructed to continue his investigation. A committee will be appointed to assist in obtaining

these benefits for Association members.

The report of the Constitutional Amendment committee was received. Due to the lapse of time since the last Council meeting a constitutional requirement that amendments be approved within 120 days precluded the possibility of amending the constitution now. For this reason it was decided that the next General Council Meeting be held in February as usual and that prompt amendment of the constitution to schedule the next board meeting in March, 1946, be instituted then.

A report of the Wage and Hour Committee was heard. The report included a study of basic wage rates of Oregon cities, Oregon counties, and Oregon home industry compared with state wages. Based on the recognized fact that wage structures are built from a basic or foundation labor rate upward, a tabulation was shown which indicated that the state wage schedules were below the standard established by general practice by Oregon cities, counties and home industry. Two workers living beside each other in Salem, subject to the same higher cost of living and performing the same type of work, one for the city and one for the State, were

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