

found to receive 90c and 71c per hour respectively. This difference is difficult to explain or justify, and is no doubt the cause of the continued loss of trained and essential employees to the detriment of the State service, its efficiency and economic operation. The practice of the State in reimbursing State employees for travel expense was found to vary between departments, and even within departments. The report recommended that State wages be adjusted to a level with those of the cities, counties and home industry in Oregon, and that travel expenses be completely divorced from wages, to the end that the State be no further injured by loss of additional trained personnel.

The report was adopted and Mr. Forrest Stewart, Executive Secretary and Leo Smith, Legal Counsel ordered to present the matter to State officials, the Board of Control, State Commissioners and State boards for consideration.

Further discussion disclosed that as a result of the ending of the war, State employees who have loyally carried on during the war at sub-standard wages and who are only able to meet the increased war time cost of living by working longer hours, are now faced with the prospect of a reduction in working time. The question was raised if there was not, in some quarters a concept of the public service as a "re-

lief" service which would be the direct reverse of the concept of the legislature in establishing a merit system for the avowed purpose of securing a public service composed of competent and efficient career employees. The attitude of returning veterans towards the State sub-standard wage scale is one of general dissatisfaction and many former State employees are accepting employment with cities, counties or industry at more favorable wage rates. One veteran was reported to have said, "I didn't fight this war to come back to a job paying 71c an hour."

COMMITTEE TO STUDY INSURANCE

A committee has been appointed by President I. A. DeFrance to investigate the possibilities of the development of a low-cost Group Life Insurance, Medical, Surgical and Hospital coverage plan.

The committee was asked to investigate the various plans available, to meet with representatives of various companies and associations and with the chapters toward the development of a plan in which all members and their families may afford to participate.

The committee is composed of Chairman Wm. F. Leary, Insurance Department; G. S. Paxson, Highway; Dr. Leon Lassers, Education; Frank C. Deckebach, Land Board; J. D. Patterson, Agriculture.

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