

group was divided into sub-committees which cover:

1. Classification plan.
2. Pay Plan.
3. Entrance Requirements, Test Procedures and Appointment Lists.
4. Dismissal Procedures, Hearings and Appeals.
5. Holidays, Working Hours, Overtime, Vacation and Sick Leave.
6. Education, Experience, Performance Credits and Merit Rating.

In order to inform the committee members on Civil Service, books were secured from the State Library, Willamette University and copies of the laws of other states. The books were checked out to the members who made a study of Civil Service to familiarize themselves with the functions of the Civil Service law. The official classification plan should be completed by the first of April. The committee is working very closely with the State Civil Service Commission.

Inasmuch as John Anning has resigned and a chairman was felt essential, a motion was made and adopted that John Carkin be appointed temporary chairman of the Civil Service Committee.

Mr. French reported that nothing had been done by the Education Committee. He wondered if the magazine should not be sent to all state employees

and if it should not be published monthly.

The membership committee report was given by Betty Dotson. A Salem committee has been organized with a representative from each chapter in Salem for the Women's Membership Committee. They have held several semi-social meetings and invited prospective members. A meeting was held last week and it is the feeling that there will be an increase in membership when employment becomes more stabilized. It was recommended that women be placed on the standing committees and especially on the Wage and Hour Committee.

Since Mr. Morris was not present Miss Dotson reported for him also. The Men's Membership Committee sponsored the Membership Contest which just ended and as a result of the contest 373 new members were obtained. As of December 26, 1945 the records show that there were 1776 paid up members with an additional large number more or less delinquent.

Mr. Leo Smith, Association counsel, addressed the meeting discussing the way employee legislation was being made expective and the possible effects upon employee and state welfare. Mr. Smith told of various reports of dissatisfaction with the Merit System and Retirement Act and of possible attempts

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