

Leo Smith advised that we not ask the legislature to amend the Retirement Act now but he felt that the prior service provisions should be amended as soon as possible.

The committee recommended that the Law and Legislation Committee make a thorough study of the Retirement Act and make recommendations they felt necessary to better the act and refer their recommendations to the Board of Directors. The committee's recommendations were adopted.

Mr. Leo Smith was asked to make a study regarding the possibility of having to pay income tax on retirement benefits. His report will be distributed at a later date.

The report of the Salaries and Wages Committee was given by its chairman, Floyd Query. Mr. Query stated that 15 resolutions were submitted concerning wages; 6 recommended that wages paid by the State of Oregon be made comparable with wages paid in industry, neighboring states, and Federal service; 3 requested that state administrative officers receive raises; 1 requested a 30 per cent increase in pay; 1 dealt with civil service classification of skilled and semi-skilled labor; 1 recommended semi-monthly pay days; 1 recommended pay adjusted to cost of living; 1 recommended a study of pay scales from the Governor down by Civil Service Com-

mission, and 1 requested equal pay for the same work whether performed by men or women and increased pay for all state hospital employees.

Inasmuch as the stated object in 6 of these resolutions was the attainment of parity pay for state employees as compared to various other agencies, the committee recommended that the General Council adopt a policy in regards to wages and that this policy be as follows:

"The policy of the Oregon State Employees Association in the matter of wages shall be a policy of parity, meaning equal pay for equal work as compared with wages paid in industry, in neighboring coast states and in the Federal service; and that making the policy effective be delegated to the Board of Directors."

The resolution was adopted.

Four resolutions had for a common subject the raising of salaries for administrative employees, both elected and appointed.

It was the recommendation of the committee that the Council direct the Board of Directors to make a formal request to the Board of Control for that body to empower the Civil Service Commission to make a study of the unclassified and elected officials' duties and salaries with the purpose of determining a suitable salary structure com-

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