

mensurate with the duties and responsibilities of the various positions. This study to include the Executive Department, the legislators, the Secretary of State, the State Treasurer and all other appointed or elected officials, department heads, etc.

The committee's report was adopted.

The committee recognized the need for immediate salary adjustments as indicated by the underlying thoughts in all the resolutions, and recommended the adoption of the following:

Whereas: Oregon state salaries are considerably below those of the neighboring coast states, Federal agencies and industry, and

Whereas: The Oregon State Employees Association believes that the State of Oregon salaries should be comparable with these agencies,

THEREFORE BE IT RESOLVED That the General Council request an immediate increase of 10 per cent in wages be granted to all Oregon state employees pending the determination and adoption of a parity wage structure by the Civil Service Commission.

The resolution was adopted.

A resolution was presented by Newport Chapter No. 11 requesting a 30 per cent raise in pay for state employees to offset the constantly increasing cost of living.

The committee recommended that

this resolution do not pass, the report of the committee was adopted and the resolution did not pass.

A resolution was presented by Evergreen Chapter No. 28 that female employees receive the same basic rate of salary as the male employees when their duties, qualifications, and classification are similar.

The committee recommended that this resolution do pass and the resolution was adopted.

Astoria Chapter No. 8 submitted three resolutions: 1. That wages be adjusted to the increased cost of living. 2. Requesting a generous classification of skilled and semi-skilled labor and 3. Advocating semi-monthly pay days.

After considerable discussion the committee's recommendation that the resolutions do not pass was adopted.

Adjourned for lunch until 1:00 p.m.

The meeting was called to order by the president and the report of the Working Conditions Committee was given by Bjarne Erickson, chairman of that committee. He stated that nine of the 16 resolutions concerned a 40 hour week. The committee grouped the nine resolutions together and recommended the following:

That the Association go on record as favoring the same hours of work, vacation, sick leave, etc., for the State Civil Service as obtained for the U.S. Civil

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