

Service. The committee's recommendation was adopted.

Resolutions were submitted by La-Grande Chapter and Library Chapter, 1. relative to the 40 hour week; 2. adjusted wages to compensate for reduced working hours and a five, eight-hour-day week.

It was felt that the first resolution covered the matter but the following resolution was recommended for adoption:

BE IT RESOLVED That the Oregon State Employees Association go on record in favor of a forty hour week of five working days without reduction in salary.

The report was adopted.

Three resolutions regarding "exchange time" method of compensating monthly men for overtime worked, the men receive a monthly wage which does not cover overtime worked but when overtime is worked an equivalent amount of time off is given later, providing it is taken off within a stipulated period of time, usually 60 days. This period is subject to extension upon application.

The system was described as unfair:

1. When the working foreman receives exchange time credit while the crewmen receive double time pay for overtime worked so that the workmen receive considerably more pay than the foreman for the same time worked, sometimes making the foreman the poorest paid employee on the crew.
2. When these men must take ex-

change time off at a time when the time off is of no value to them and often a disadvantage to the state.

It developed that the problem involved not only the Highway Department but also the Department of State, Forestry, Agriculture, etc.

Remedies discussed were (a) That the interpretation of the law be reviewed to determine if the working foreman was a workman or a foreman under the law. (b) That the working foreman be classified as a workman and paid double time for overtime the same as the hourly rate workmen. (c) That employees correctly classified as foremen be paid a wage high enough to compensate for a reasonable amount of overtime and the exchange time system abandoned. (d) That the expiration date be extended from 60 days to one year.

As a result of the discussion the Council adopted a resolution:

BE IT RESOLVED That the Oregon State Employees Association take action to secure 1. A review of the interpretation of the overtime and exchange law. 2. The extension of the expiration date for exchange time credit. 3. The payment of overtime to all "working" employees.

The resolution was adopted.

Evergreen Chapter No. 28 presented resolutions requesting the correction of an inequality in the present system of granting holiday leave to employees of the Oregon State Hospital and certain inequalities in the "Flat-Watch" duty of certain employees of the Cottage Farm.

The committee recommended that

Huggins

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