

Meeting of Directors

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bers because of present raise being small.

R. M. Smith

Wage adjustments should be obtained for those who have received no pay increase in the last 16 years.

Wm. M. Burns, No. 17

Wages foremost problem. Employees cannot cope with the high cost of living.

Ivan Dakin, No. 5

Discussed the meeting of his crew with a representative of the A. F. of L. A special dispensation is being given state employees—\$10.00 initiation fee, amount of monthly dues not known.

I. A. DeFrance

In recognition of the distinctive character and special nature of employment in public service the Oregon State Employees Association has acknowledged that government service is different from other employment, and the Association has recognized the obligation of public employees to limit the presentation of their case to peaceable methods. In turn it is the duty of the state to avoid unfavorable condition of public employment and provide adequate machinery for the prevention and removal of employment problems at their source. The state

should raise wages to parity to improve the public service.

Others present pointed out that they did not think anything would be gained by opposing the A. F. of L., that at present we have a number of members who maintain membership in both groups, that the OSEA fulfills a definite need for state employees.

George Aiken, Budget Director of the State of Oregon

The state is in a different position than private enterprise which if costs go up can raise their retail prices. The state operates under a biennial budget adopted by the legislature two years in advance. Having been unable to foresee the present dilemma, the individual department budgets are incapable of handling the drastic cost of parity pay.

The appropriation departments, in many cases, have already depleted their funds, and have called on the emergency board for assistance. Many of the self-sustaining departments would be able to grant a wage raise, but he opposed favoritism or partiality for any one department.

Capital Outlay, money that has been carried over from year to year, can be used for no other purpose and a suggestion was made that legislative action might make some of this sum available to finance a parity plan. He acknowledged that the cost of living is

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