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The State Budget Director stated that he thought the general pay plan was fundamentally sound but, of course, not perfect, and felt that the men who administered it were reasonable and have the interest of the employees, as well as the state, at heart. Mr. Aiken did not believe there would be a reduction in wages.

Mr. Aiken told of the work that was being done by the Tax Study Committee in trying to find some method to present to the legislature.

Following Mr. Aiken's discussion the members of the General Council had the privilege of asking questions. Mr. Aiken was very generous with his time and information, and left many worthwhile suggestions with the O.S.E.A.

Executive Secretary, Forrest Stewart, said in his opinion the growth of the Association in the past year had been remarkable. The addition of two new chapters, in the near future, proved that public employees are vitally interested in the welfare of the O.S.E.A. He suggested that the General Council give extensive thought to the blanketing in of conditional employees, especially in regard to returned veterans. The Executive Secretary felt that we should request again, to the Board of Control, for a 5 day 8 hour work week. There should be no discrimination

among departments and if one department is entitled to time and one-half for overtime the other departments should also have that privilege. Mr. Stewart recommended that a six step pay schedule be kept and felt that the elimination of this would unbalance the very purpose of a Civil Service system. He enumerated the problems that had arisen with reference to hourly wage schedules, and said that if all employees could be put on a monthly basis it would probably solve our problems. The suggestion of raising officials' salaries was sanctioned favorably by Mr. Stewart, as he believed this was one of the flaws encountered in setting up our present pay standards. The problem of the 48 hour law now on the statute books should be amended to cope with the present employment situation and to remove the inequities against some departments. Mr. Stewart believes that personal contact means much to the Association especially during legislative session and urged members to contact legislators in their particular communities. During the past few months he has had an opportunity to come in contact with labor groups and suggested that we should be mindful of public attitude toward these groups and not throw our own weight around too promiscuously.

Mr. Cbidsey, chairman of the Ways

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