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 adopted that this matter be referred to the Board of Directors.

A number of resolutions received by the Salaries and Wages Committee pertained to equal pay for equal work, and the following resolution was submitted with a do pass:

WHEREAS, in the past there has been a differential of pay between some workers of the Highway Department doing like work, and

WHEREAS, the committee felt this discriminatory in accordance with the Civil Service Law,

NOW THEREFORE, BE IT RESOLVED, where differences in pay rate occur between employees doing the same work, such pay rate shall be equalized and an increase be made in per diem allowance sufficient in amount to cover actual expenses for itinerant crews.

The resolution was adopted.

It was the recommendation of the committee that the resolution from Rose City Chapter No. 5, requesting automatic pay raises to the top of the pay scale for five years or more prior service, do not pass. The committee felt this was not the best policy for the good of the State. The committee report was adopted and the resolution did not pass.

It was the recommendation of the

committee that the following resolution be adopted:

WHEREAS, some state departments pay time and one-half for overtime, and

WHEREAS, no discrimination should be shown between departments,

NOW, THEREFORE, BE IT RESOLVED, when the 40 hour work week is put into effect, including State Institutions, wages at time and one-half shall be paid for all work in excess of 8 hours in any one day or 40 hours in any one week and for all legal holidays worked, by non-supervisory employees. Job specifications shall determine non-supervisory positions and to be defined as any one actually performing manual labor 30% or more of his time.

The resolution was adopted unanimously.

The following resolution was also submitted with the same recommendation:

NOW, THEREFORE, BE IT RESOLVED, that a three step pay rate be established for hourly rate classification.

The resolution was adopted.

It was the feeling of many of the delegates present that the new pay schedule be put into effect as soon as funds

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