

with other groups subject to the Provisions of the Public Employees Retirement Act.

### SALARIES AND WAGES

The salary and wage ranges for the various classifications recommended by the Civil Service Commission were based on a survey of wages paid in Oregon by private industry for comparable work. Through the efforts of our Legal Counsel, Executive Secretary and Legislative Committee, it was approved by the Legislature effective as of March 1st, rather than July 1, 1947.

Many upward revisions and adjustments have been made to the original scales. In this work our Executive Secretary has played an important part. He has also worked diligently with the Civil Service Commission to correct differences in pay rates between employees doing like work.

Our resolution requesting that wages at time and one half shall be paid for all work in excess of eight hours in one day or forty hours in any one week, and for all legal holidays worked, has been presented to the Civil Service Commission. To date they have not amended their rules pertaining to overtime. We have been informed that the financial position of the State will not permit such an amendment, also that the budgets of the institutions are insufficient to grant such a request at this time.

In response to resolutions by a number of our Chapters your Board of Directors authorized a study to determine a comparison of the State salaries with those paid in Oregon by private industry. Floyd Query is the head of this Committee and the results of this study have been made available to the officers of the various Chapters.

As a result of this study and the increased cost of living as shown by indexes, this committee has prepared a resolution requesting salary adjustments to cover the increased cost of living. This resolution was not presented to

the Civil Service Commission or the Board of Control prior to the Sales Tax election because the sponsors of the Sales Tax believed that it might result in an unfavorable reaction by the voters. We were again prevented from publicly presenting this resolution by the tragic accident which resulted in the death of Governor Earl Snell, Secretary of State Robert Farrell Jr., and President of the Senate, Marshall Cornett. This resolution is now available for the consideration of this Council.

### WAYS AND MEANS

Increased cost of supplies and services, the extraordinary expenses required because of our extensive legislative program, and the additional work, space and equipment required to put our insurance program into effect has caused some concern about our financial position. We are still solvent and we anticipate that the increased membership will enable the Association to accumulate a sufficient surplus to take care of the 1949 legislative program.

Virgil O'Neil, Director of Public Relations, did an outstanding job of informing our members about the Sales Tax with his articles in the magazine. The Board of Directors used considerable discretion in carrying out the resolution to support any tax measure which would be beneficial to the general welfare and economy of the State. It appears that in carrying out the spirit of this resolution, we have retained the confidence and support of most of the members of the Legislature.

### WORKING CONDITIONS

Our request for a forty hour, five day week was approved for most of the employees in the State service. Hours of work for institution employees was reduced from sixty to forty-eight hours per week and we have every reason to believe that these employees will be granted a forty hour week at the 1949 session of the Legislature. Here again the financial condition of the State and budget limitations