cized publicly by many members of the System. The lawmakers and the public are getting the idea that the retirement act is not favorably received by the majority of the public employees and should be repealed.

It should be borne in mind that State employees, as a group, represent but about one-third of the total number of members in the system.

If the retirement contributions are proving a burden, I suggest we direct our public criticisms against the pay schedules instead of the Retirement Act.

CIVIL SERVICE

For the past several months we have been asked by a number of employees to advise and assist them in their request for classification changes.

Some of these cases required an appearance before the Civil Service Commission. Changes granted were all too few.

To date the activities of the Civil Service Commission seem to center more around the employer than around employee groups.

Perhaps the Chapters could request Commission representatives to meet with them for discussion of specific "gripes" and inform the Headquarters Office of actions taken. Although the Staff and Board of Directors have made many representations to the Commission and have fully argued and discussed all matters of concern to the employees, the fact still remains that the Association has been granted few, if any of the request's involving changes in the Civil Service Rules of value to employees.

WAGES AND SALARIES

Our president has ably reviewed Association activities regarding wages and salaries.

Some adjustment must be made in the salary structure. Employees can no longer meet living costs by salaries paid at this time. This fact is recognized by department heads and administrative officers. I have contacted a number of them and they agree that something must be done.

However, we are again confronted with the age-old problem, the failure of the legislature to provide enough money for the proper functioning of our institutions, even though we petitioned the Governor and discussed the need for increased budgets to meet rising living costs with those responsible for setting up the budgets. We were told by prominent legislators, in February, that the cost of living would not increase any further. Had this proved true, the Pay Plan as adopted would have been fairly in line with private industry and living costs.

My approach to a salary adjustment has been based entirely on living costs. I have advocated a fixed amount for all employees alike, to be known as a cost of living adjustment. The adjustment should not, at this time at least, interfere with the Pay Plan set up by the Civil Service Commission; let the plan function normally.

If the cost of living continues to increase we can attempt to increase the adjustment, if the costs decrease the adjustment may be withheld without endangering the established pay schedules.

INSURANCE

The Association has provided a Group Life Insurance plan for its members. The plan is recognized by those who know insurance to be an excellent one. The cost is low and the protection sound. However, the plan has not met with the success anticipated.

If the Association is to profit by this program, every member must become a self-appointed agent. The Insurance Company also, has a definite obligation in promoting the program. The Association stands to gain much from a large participating group.

If and when the Association adopts a Hospital and Surgical program, it should be done only after the membership has shown a desire for this type of insurance by popular vote.