

whether the 75 per cent required participation could be reduced and Mr. Vanette stated that the company had to have a spread of risks. If a smaller percentage was required of only members, those taking the insurance would undoubtedly include a great many not in such good health so the company required the larger percentage in order to get good risks also.

A motion was made to consider this resolution and motion was carried. The resolution was referred to the Ways and Means Committee for consideration.

Report of the Audit Committee was that the committee met November 21, and made an examination of the books which were found to be kept in proper order. Copy of the report was presented and was accepted as read and incorporated into the minutes.

Information was requested as to the number of members at the present time. Mr. Stewart stated that in establishing the membership from which the 75 per cent requirement was taken, only members fully paid up to October 1, 1947 were listed. The all-over membership figures run higher and are in the neighborhood of 3500 or 4000. Turn-over has been so great that many members have been lost and the new members have just about offset them. Around 1640 terminations of employment since July and over 1000 new members.

The following new-comers were introduced: Mr. Emery Johnston, District Director from District No. 4; Marguerite Elder, Secretary, Bend Chapter No. 3; Mr. C. H. Armstrong, Round-Up Chapter No. 24; Mr. J. D. Walker, La Grande Chapter No. 4; Mr. John H. Wells, delegate from New-

port Chapter No. 11, and Mr. Forrest Cooper, Roseburg.

Mr. Floyd Query reported for the Salary Study Committee. A salary study was conducted this summer and it was found some salaries were out of line and others were only slightly low. Statistics were gathered from the Bureau of Labor to show cost of living and from the Unemployment Compensation Commission to show average payments received by industrial workers. Figures were secured from the Budget Director with respect to wages received by state workers.

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