

his only thought was that he did not know where the money was coming from. He stated in the communication that he realized all state employees were woefully under-paid.

It was decided these communications would be tabled for the present and brought up as they might fit into the agenda of the meeting.

Payroll Deduction Records

The next order of business was consideration of the various resolutions approved at the General Council meeting in November.

Resolution from Chapter No. 34 with respect to slip to be attached to pay check showing various deductions:

During the discussion, Mr. Chidsey suggested that in view of the tremendous amount of work ahead of Mr. Stewart on other objectives that more members of the Association be put to work. He felt that although it might be hard to get the members to work that they would take more interest in the organization if they had some responsibility. He made a motion that a committee of three be appointed to check with various departments to ascertain those which were not putting out the slips with payrolls and to find out if they intended to change over to that method, the committee to report to Mr. Stewart who then could work on the individual departments. Mr. Ericksen thought it should be up to the local chapters to appoint committees to call on the employers and point out the advisability of doing this. The motion was carried.

President White asked Mr. Ericksen if he would head a committee to carry out this work and he said he would and suggested he be allowed to appoint his own committee which would include members in Portland to cover the departments with main offices at Portland. The president acquiesced in such procedure.

Wage Rates, Old and New Employees

Resolutions from The Dalles Chapter No. 9 and John Day No. 13 which had been re-written by wages and salary committee, with respect to remov-

ing inequality of hiring new employees at same rate of pay as old employees:

Mr. Stewart stated the Civil Service Commission is reluctant to change the policy it has been operating under and that he had taken no formal action on this particular resolution.

Mr. Chidsey explained that the attitude of the Civil Service Commission is that the law allows a lot of authority to the employing agency in each department and the board had adopted the policy of confirming as nearly as possible the requests of the hiring authorities and where each department insists on adopting a program along certain lines, the Civil Service Commission has two alternatives; it can step in and tear up the whole deal and cause a lot of opposition or they can adopt the policy of consistent steady pressure and bring about full operation over a period that will probably take five years. He said the policy has its good points because if the commission tried arbitrarily to set rules they were going to stir up a lot of opposition to the civil service law and as everyone would recall the law passed the senate by a very small majority—three votes—and it would not take too much pressure to repeal that law. The Civil Service Commission feels the steady pressure plan of putting the law into full effect is better than trying to change everything at once.

Mr. Stewart stated he agreed with Mr. Chidsey and thought this particular resolution should be allowed to rest now until it is known how the Association will come out on the pay question.

President White stated that the budgets are made up on a three per cent increase and this would "shoot that all to pieces." He said he had an appointment with the assistant budget director to go over the budgets in an effort to find money to go ahead with an adjustment. He stated he had met with the governor on Thursday after the resolution was turned down and the governor arranged for the meeting with the budget department.