

should follow previous policy and raise the salaries of the Association employees inasmuch as the state employees were receiving a raise. He moved that the Association employees, the executive secretary and the secretary to the executive secretary, be given a \$20.00 per month increase in wages, effective the first of June, on the same terms and on the same basis as the state employees have been granted. Motion carried unanimously.

**Item 1 on Agenda: To make Civil Service Law a part of the State Constitution.**

This was discussed at the General Council and appropriate action was taken and resolution was referred to the Board of Directors. Mr. Erickson moved that it be referred to the Laws and Legislation Committee for whatever action might be deemed appropriate. Motion carried.

**Item 2 on Agenda: Increase in disability benefits under Retirement Law.**

Mr. Morelock stated that all whom he had contacted agreed that it was a satisfactory piece of legislation. He felt it was a matter for the Laws and Legislation Committee to take over. He moved that the Laws and Legislation Committee obtain a writer to translate that into legal phraseology and offer it as an amendment to the Retirement Act. Motion carried.

**Item 3 on Agenda: Regarding highway maintenance and extra gang crew per diem.**

Mr. R. M. Smith said he had discussed the particular problem with the Civil Service Director to find out if the Commission under the Act was obligated to regulate and decide how much per diem allowance would be allowed to state employees and the answer received was that it was not required of the Civil Service Commission that it regulate per diem allowance of various groups. He said the resolution was worded to cover actual expense while away from home and that the truth of the matter is that some are making extra and others will go into the hole. Regulations covering the group are tremendously involved. He said he believed the best solution to the matter would be to defer action until the Association got squared away as they were not in a position to go to bat at this time over an adjustment for more expense allowance for certain groups and add more to the state budget. The salary increase would bring some out of the hole and that after getting the \$20.00 increase the Association would be leading with the chin. He recommended that the action be deferred and let it be brought up again at the next General Council.

Mr. Chidsey said he would like to point out that on this per diem for extra gang

and maintenance crews one thing had been overlooked; that in considering increasing the per diem of the extra gangs and trying to get it up with the \$6.75 man on temporary assignment, it must not be forgotten that the \$3.00 a day on the extra gang is equivalent to an increase of 50 cents an hour. The aim in the wage scale is to pay salaries on a par with like operations in private industry. Those men do not receive any pay on the days they do not work. If we increase that to \$6.00 we would be increasing it by \$1.00 an hour in which the State Highway Department and other departments which work men on per diem

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