

chapter on the strength of the new dues. They felt that if the proper man could be secured and he used the proper approach, he should be able to increase the membership sufficiently to cover the additional cost of his salary and show the Association a profit. If there was a raise on the basic membership of about 4000 the Association could afford to pay an assistant and would be financially able to take on the proposed legislative program. Mr. Chidsey said to him the increase in membership of the Association was the most vital question before the meeting. In order to survive, the Association must grow and in order to carry out the proposed program the Association obviously must increase its membership; it cannot mark time. The legislative program for next year probably is the most important legislative program which the Association has ever faced, because the groundwork has been laid for increased wages and if economic conditions did not stabilize, he felt sure the salaries through the Legislature would be made quite substantial.

Mr. Chidsey continued that he felt the Association had a very good chance of correcting several points in the Retirement Law which to him seem very important. It is possible that someone would be interested in working as an assistant, but that there was not sufficient time at the meeting to work out a plan and in order to throw the matter open for discussion he moved a committee be appointed to investigate the situation, interview prospective employees and submit a concrete program to this Board for action. He stated he would hesitate to grant the committee full power to act and hire a man, but that a matter such as this is so important that a special meeting of the Board of Directors could be called to settle it or it could be settled over the phone or by mail. Motion seconded.

Mr. Query brought up the point that he did not believe the Directors had any directive to increase the dues until the General Council had taken such action. He expressed, as his personal opinion, that if the Association hired a man as assistant then he should be hired for the Association and if the insurance company wanted to hire a man to sell insurance they should get their own man. The Association is after memberships and the insurance company is after money.

Mr. Erickson agreed that the Association was at the crossroads; that it had been successful in getting the 40 hour week, the \$20 increase and vacations. The Association has something to sell and it needs something to sell. He said he believed the best person to sell it was the employee himself; that when they wanted to organize their chapter, he asked Forrest Stewart to come in and lay the groundwork and the chapter was formed and almost immediately they had a large membership. He said he believed the Association should authorize the employment of an assistant for Mr. Stewart. Now is the time to sell the Association, we have the institutions right around Salem, the Colleges, the Normal Schools, all ripe for selling. They should have an active part and they should belong to the Association. If we don't go ahead and employ this assistant we are missing the boat. We should take

constructive action now; authorize somebody to find a person.

The person who seconded the motion relative to appointing a committee to work on the employment of an assistant withdrew the second at this time and Mr. O'Neil rose to a point of order stating that the motion had been made and seconded and Mr. Chidsey also stated that the second could not at this time be withdrawn as it had been through discussion. Objection was withdrawn.

Mr. R. M. Smith offered an amendment to the motion; that rather than a committee being appointed that the officers study the situation with power to act. If they have to make a survey and interview men, wouldn't it be ethical for the officers to go ahead and act?

Mr. Hall expressed the thought that the Roseburg Chapter had behind the sugges-

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