

any legislative program. The most important thing before this meeting is the increase of membership.

Original motion, as amended, was passed.

Old Business: Salaries and Wages.

Mr. Ericksen recalled that the Civil Service Commission had sent out information that they were working on new salary ranges to pertain to wage rates in effect first of this year. Current wage negotiations are underway and adjustment will be made the first of July. Unless the Association has an active part and has something to say in formulating these plans and works with the Civil Service Commission in formulating these new salary ranges which will be out in time for use in compiling budgets, the Association will be behind the "eight ball." The Association must have a very active committee to work on this program with the Civil Service Commission. Some administrators are so discouraged and disgusted with the Civil Service wage that they have threatened to ask that certain employees be placed on the unclassified list.

Mr. Stewart said most of the legislators are conscious of the wage status of the employees but that the Association would have a unified employee program, one that the state employees wanted, acceptable to the Governor and the Budget Director and the Civil Service Commission. They must all work together and now is the time to get together.

Mr. White suggested that possibly the committee chairman should be Mr. R. M. Smith, Director of Civil Service, and that he also would want Bjarne Ericksen on the committee.

Mr. Erickson moved that the President appoint a very comprehensive committee to work with the Civil Service Commission, to formulate with them the salary program which shall be used as a basis in formulating the new budgets for the next biennium, also to do whatever is necessary to see that the salary increase fund is approved by the next session of the Legislature. Motion seconded.

Mr. R. M. Smith reported that a little groundwork had been done; that he had discussed this with some of the members of the Legislature and also with a member of the Emergency Board, as to the problem of salary adjustment between sessions of the Legislature. He agreed that two years was too long to take chances on losing state employees on account of increased cost of living. Mr. Smith said he asked the member of the Emergency Board what he thought of the Legislature passing a law or act appointing an interim committee to study state employee problems, the same as they study highway problems. The fact was pointed out that it was not a good idea for the great State of Oregon, whose major expense is wages, to let it drift and Mr. Smith said he was quite surprised to see this member take such a lively interest in the suggestion. If the Association is working with him at that time it is likely they might set aside an allocation in our emergency fund to adjust wages and that this interim committee would have something to say about it or they would act through the Emergency Board to make appropriations

out of the fund which would be a special fund to adjust wages. So we are already halfway started. A lot of future argument can be added and the tremendous turnover should cause them to think before turning anything down. Mr. Smith continued that he believed the Legislature realized that the request presented by the Association at the last Legislature for \$500,000 to be set aside in addition to the emergency fund was a good idea.

Mr. Chidsey reminded that there was a

Lane Gravel Company

Mabel W. Hillstrom

Sand, Gravel and Crushed Rock
Office Phone 1276 P. O. Box 375
Eugene, Oregon

Nagle Lumber Co.

1845 Franklin Boulevard
Eugene, Oregon

Springfield Sand & Gravel Co.

Springfield, Oregon

WHITE VULCANIZING WORKS

VULCANIZING and RECAPPING

345 Van Buren Street

Eugene, Oregon