

sented as Committee Resolution No. 1 which read as follows:

Committee substitution, to-wit; That the proposed pay plan to be submitted for approval be increased by such amounts over present base pay as necessary to provide parity with industry; the raise on this basis would be \$39.00 over the present average base pay of \$213.00." (Adopted by General Council).

Mr. White stated that the Council wished to hear from delegates representing the chapters which had submitted resolutions, whether or not the proposed actions met with their approval.

SW 1, Rose City Chapter No. 5; SW 2, Klamath Falls Chapter No. 12; SW 4, Bend Chapter No. 3; SW 10, Eugene Chapter No. 6; all dealing with exchange time.

Mr. Query stated this was a problem which has been before the Council every meeting and that every practice under the sun was prevalent in Oregon among the different Departments. The Highway gives exchange time to some and double time to others. Other departments pay straight time; others ignore it altogether. The 48 hour law is involved too. There is utter disregard in some departments of the 48 hour law.

Committee substitution, to-wit:

"That all exchange time be abolished and all employees who are required by emergency or other circumstances to work at other than their regular work hours be paid overtime for such extra time at rates in compliance with State Laws, and that the present 48-hour Law be revised to provide time and one-half for overtime for all time worked in excess of 8 hours per day or 40 hours per week." (Adopted by General Council).

SW 3, Rose City Chapter No. 5, regarding per diem allowance and equal pay rates, and SW 9, Eugene Chapter No. 6, concerning only per diem.

Due to the fact that there was a question of policy in the resolution submitted by Rose City Chapter No. 5, the committee figured it should be presented before the Council, although it was a highway problem.

Committee substitution, to-wit:

"That rates for like service be established at the same basic rate and that the O.S.E.A. place a formal request with the heads of the State Departments and Board of Control to raise the rate of per diem allowance from \$3 per day to a minimum of \$5 per day." (Council instructed Board of Directors to work through the Executive Secretary with Department concerned. Endeavor to increase per diem allowance where it is in the interest of the employees).

SW 8, Willamette Chapter No. 21, regarding study and comparison of state salaries with adjoining states, etc.

Mr. Query stated no exhaustive survey or individual rates had been conducted. It has been impossible to do it with present set up. However, the committee thought the resolution had merit and not wishing to kill it handed it to the Council without recommendation.

SW 8, Conduct salary study of adjoining states, Federal service and commercial organizations, compare to state salaries in Oregon and issue data to all members. (Referred to Board of Directors by vote of Council).

SW 14, Public Welfare Chapter No. 31, and SW 15, Item 4, from Salem Chapter No. 1, regarding emergency fund.

Committee substitute, to-wit:

"To present to the Legislature a proposal that the State Emergency Fund carry an amount for the adjusting of wage schedules as necessary to meet increasing living costs and to meet parity wage schedules during the next biennium." (Adopted by General Council).

SW 16, La Grande Chapter No. 4, (not received in time to be placed on the mimeographed agenda) regarding hourly rate employees. The committee recommended it do not pass and it was so moved.

It was stated the Committee took no action on this resolution as it would be eliminated by resolution placing all regular employees on a monthly basis.

It was moved that the resolution as read be tabled. Standing vote was taken. In favor of tabling the motion, 29. Opposed 18. Motion carried.

Meeting adjourned at 1:30 P.M.