

The roll was called by the Secretary and a quorum was present.

**Report of Working Conditions Committee** was presented by E. F. Chidsey.

WC 1, Columbia Chapter No. 34 and WC 2, Oregon Vocational School Chapter No. 36 concerned request for two pay days a month. Due to the fact that the Association has asked the Departments to speed up their accounting divisions so the employees can be assured of regular pay days, the committee hesitated to ask for two pay-rolls a month. The Highway Department has eliminated two pay days on extra crews, but they do pay per diem twice a month.

The committee recommended that no action be taken on this matter at this time. Columbia Chapter No. 34, had no objection. Oregon Vocational School Chapter No. 36, made no objection. (Committee recommendation approved by Council).

WC 3, Klamath Falls Chapter No. 12; WC 6, Albany Chapter No. 7, and WC 11, Newport Chapter No. 11, regarding regular pay days for all employees.

The committee submitted the following in lieu of these resolutions: "Urge immediate correction of irregular pay check deliveries." (Adopted by General Council).

WC 4, Klamath Falls Chapter No. 12; WC 9, Newport Chapter No. 11; WC 12, Tillamook Chapter No. 15 and WC 13, The Dalles Chapter No. 9, requested 40 hour-five day week.

Committee substitution, to-wit:

"Committee feels matter has been covered by previous action of Council and urges Board of Directors to continue the work of eventually securing a 40 hour week for all state employees at parity pay with private industry." (Adopted by General Council).

WC 5, Astoria Chapter No. 8; WC 8, Tillamook Chapter No. 15; WC 10, Newport Chapter No. 11, requested all employees to be placed on monthly salaries.

Committee substitution, to-wit:

"Committee refers the council to action last year on policy of placing all regular state employees on a monthly salary. Request continued action and

every effort be made to secure same." (Adopted by General Council).

WC 7, Roundup Chapter No. 24, regarding steps for hourly employees.

The committee recommended that no action be taken on this resolution as this request would be eliminated by the previous resolution placing all regular employees on a monthly salary. (Committee recommendation approved by Council).

WC 14, Salem Chapter No. 1. That in the interests of efficient public service, the following improvements in working conditions should be in effect: (1) State offices and all state-furnished quarters should be properly ventilated, heated and maintained; (2) Proper facilities for rest period relaxation should be provided; (3) Personnel officers in departments should operate to know the difficulties which disturb employees and should recommend and work for corrective measures; (4) The comfort, health and well-being of employees should be of real concern to the employer and he should show true consideration thereof.

Committee substitution, to-wit:

Adopt sections 1-2-3-4 and add, "The Committee recommends that any condition existing contrary to the principles involved in this resolution be investigated and steps taken for their immediate correction." (Referred to Executive Secretary by Council).

WC 15, Salem Chapter No. 1. Exchange time and overtime be allowed for all supervising employees. This matter had already been covered in the wages and hours section and the committee felt this resolution should not have been submitted to the Working Conditions Committee. It already has been taken care of. (No Action).

**Report of the Retirement Committee** was presented by J. E. Morelock, Chairman.

Mr. Morelock remarked that the committee was pressed for time as it had to consider twenty-five resolutions.

R 1, Columbia Chapter No. 34. Retirement after 20 years of continuous service. Committee's recommendation was do not pass. (Committee report adopted).