

nothing about cost of living in asking for increase in pay. The statement is all "on parity with people in industry and other offices doing comparable work."

Mr. Cameron said he believed the sense of this meeting was that the Association approved the emergency fund and would use best efforts to secure adoption of Civil Service pay plan January 1, 1949 and would carry through and keep before Legislature the parity pay plan. In other words we are to ask for three things: 1. Emergency fund sufficient to meet any emergency; 2. adopt the pay plan as of January 1, 1949; and 3. continue to work for parity pay.

Mr. White said he wished only to know whether all were in agreement that the Legislative Committee was on the right track.

Mr. Query read the material under "New Pay Scale as Approved by the Civil Service Commission, etc."

Mr. Cameron moved adoption of the program as outlined in the three steps of his statement. Motion carried.

SW 1, 2, 4, 10. Dealing with Exchange Time and Overtime. Mr. Query said this could be legislative or it might not be. Most of the people bothered with it are employees in the Highway Department. There was a question in his mind as to just how the 48 hour law worked. In the Highway certain people are excluded from receiving overtime for 48 hours. The Tax Commission paid overtime and not exchange time, paid straight time. The Industrial Accident Commission does the same thing. Mr. Ericksen said his office does the same thing. Some departments ignore time in excess of 40 hours. Mr. Query said he hoped this thing could be pushed by making an appeal to the departments before the legislature meets.

Mr. O'Neil moved that the Board of Directors go on record as considering this subject as a policy matter and that it be deferred for the present. Motion carried.

Retirement Resolutions (Legislative)

Mr. Cameron moved that the Legislative Committee be empowered to present the retirement program with

full authority to handle it as they see fit. Motion carried.

R 5. Retirement on a living wage. Mr. Cameron said in view of the apparent indecision as to the meaning of R 5, and the fact that part will be discussed under R 12 (b) (that part pertaining to the attitude of different boards) he moved that R 5 be tabled. Motion carried.

R 12 (b). "That the problem of arbitrary retirement of academic members of the State Board of Higher Education at age of 65 be referred to the Board of Directors for study and that the Directors be authorized to seek such corrective amendments to the Public Employees Retirement Act as seem appropriate after such consideration but not raise the minimum retirement age above 68."

Mr. O'Neil moved the Board consider R 12, (b). Motion carried.

Mr. Ericksen asked if the Board of Directors could commend the policy of the Retirement Board in administering the retirement act by granting to capable state employees who reach retirement age the privilege of continuing in service and at the same time deplore the arbitrary action taken by the Board of Higher Education in failing to exercise its responsibilities in the matter, viewed on the basis of the public interest.

Mr. White asked if it would be satisfactory at this time if the Board went on record and attempted administratively to do something about the situation.

It was moved that a resolution along the lines indicated by Mr. Ericksen's statement be adopted. Motion carried.

Mr. Ericksen, Mr. Brandt and Mr. Query were appointed by the President as a committee to draft this resolution.

Civil Service Resolutions (Legislative)

CS 8. Changing method of appointment of Civil Service Commission. Mr. Query recommended that the Board table this.

Mr. Ericksen moved that the resolution be referred to the Laws and Legislation Committee for such action as they deem appropriate during the session. Motion carried.