

Item 18. Conduct salary study of adjoining states, Federal services and commercial organizations, etc.

Mr. Query stated the idea was good, but the time not right. Anything gathered now would not mean a thing. A year from now it would be out of date. The Civil Service report is as good as any survey the Association could make. He moved the matter be tabled until such time as action is deemed necessary. Motion carried.

New Business:

Item A. Retirement Plan for OSEA Employees.

Mr. Boldt recommended that Mr. White appoint a committee to study this and Mr. White appointed Mr. Cameron, Chairman, Mr. Vaughn, Mr. Boldt and Mr. Stewart on the committee.

Mr. White asked the Board to confirm the appointment of the committee and to give them power to act so long as the cost did not exceed the cost of retirement system. Mr. O'Neil made a motion that the committee operate at their earliest convenience and report back to the president within 60 days and that the officers of the Association be empowered to act thereon.

Amended to say the officers be given authority to take action with the consent of the district directors. Amendment and motion carried.

Item B. Office Equipment for Assistant Executive Secretary. Desk and chair needed and it was the consensus that Mr. Stewart could take care of the purchases.

Item C. Hospital and Surgical Insurance. Criticism has been received about OPS and a resolution has been presented for the Association to take over the Employees, Inc., OPS was requested to give more service or reduce the rates provided the Association could guarantee 1000 or any specific number of accounts. They refused to give more service or reduce the rate no matter how many accounts were offered, and further said there was no need for the Association to function as they made contracts direct with each department. Several insurance companies have been queried

about hospital and surgical plans and some good plans have been offered. If the Association is thinking of leaving OPS and going out for a hospital plan to supplement the group insurance plan, it should be given consideration and some work done on the matter.

Mr. Boldt said the people in the field are very dissatisfied with OPS as they have a habit of sending out letters to everyone saying "no" they will not pay the bills. On an individual basis they seem to be all right, but on the family plan they are sending letters saying they will not pay bills. After a person has been a member for 6½ or 7 years they (OPS) will turn down bills for claim on the basis that the cause was pre-existing condition. When the employees want to cancel their contracts, OPS says they can't do it until the end of the year. There

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