

office and he said Jack, how many do you have working for you. He said about half.

PRESIDENT: OK, Senator Whitney. Keyes, then Stahmer.

SENATOR WHITNEY: Mr. President, a point of explanation, the \$300 cost of living adjustment will be paid no matter whether they are satisfactory or not. This is the intent of this sentence. So that portion you see, does not refer to whether or not they are satisfactory. I am thinking of this from the point of view that the employee. Lets take a case that Senator Simpson pointed out. Here the head of the department says that you have got to do a better job, we will give you six months probation and then the increase in pay or we will have to fire you. If they didn't have this privilege they would be abt to fire the employee immediately. This is the the advantage of the employee to put them on probation, to give them a chance. That is what we want to do in this case and a good employer will do that and the employee will shape up and get on the job and he will keep the job so this is just good management principles.

PRESIDENT: Senator Keyes, Stahmer, Syas, Nore.

SENATOR KEYES: Mr. President, I think that the people of the legislators in here are lead to believe that everybody is entitled to an instant raise of 5%. But they all got that. Well really, they didn't get that. There were three people last year out of 20,000 plus that were not working satisfactorily and they did not get a raise. But there were many, many, many, people that didn't get a raise and these people that didn't get a raise had served their seven year apprenticeship and when they come to the eight year there was no raise, the only thing that they could do was to stay there or move into a new classification. So they didn't move there, so what they are doing this year is making one more step. You will have eight years. They are not taking the first year off at all. Now this three-hundred dollars that they are talking about is the only raise that they are giving to the people that have worked there seven years or less. Those that have worked there beyond seven years are going to get a 5% increase. The rest of them are going to work right at their present salary plus what they expect to get on their anniversary and there were only three turned down last year. So when they come along and tell you that they are given a big percentage raise they are not giving nothing at all. They are giving to those people that have seven years a 5% and the rest of the people that work for the state are getting three-hundred and all that are hired are going to work for exactly the same scale that they are getting today plus three-hundred dollars. They are coming into this wage scale and I think that they are getting the three hundred. There seems to be nobody that can tell me for sure whether they are getting the three hundred or not, but they are coming in at exactly the same scale that they are working for today. So if you go down to the state and start working you are going to draw just the same amount of money as the fellow did last year, unless that they can prove to me that that three hundred is for the new employee also.

PRESIDENT: Senator Stahmer, still debating the LEWIS AMENDMENT.

SENATOR STAHMER: Mr. President, members of the body, I will speak in opposition to this amendment, but I think that a clarifying amendment is in order here to achieve the true intent