

(Continued from Page 5)

The Civil Service Commission is composed of three commissioners appointed by the Governor and removable by the Governor only for cause and after a public hearing. The commission will appoint the director and his staff and administer the Act, making such rules as may be consistent with and necessary to carry out the provisions of the Act.

The state employees affected by the Act are referred to as classified employees, and include all state employees except elected officials, members of boards and commissions, heads of departments, private secretaries and principal assistants, court attaches, legislative assistants, those teaching in the system of higher education and the deaf and blind school, physicians and lawyers acting in their professional capacity, state police and a few other miscellaneous exceptions.

The first major problem of the commission under the new act is the establishment of a classification plan, providing minimum requirements for each position and a pay plan standardization rates of pay. A personnel officer may be designated for each department to cooperate with the director in carrying out the operation of the Act.

Employment, re-employment and promotional lists will be established. Tests, some written, some written and oral, some performance tests only, will be given and when the applicants qualify, they will be placed on eligible lists according to ratings received. Veterans receive the standard five and ten-point preference. Provisional, seasonal and temporary appointments are provided for. Before any employee may acquire the status of a regular employee, he must serve to the satisfaction of the department head, a six-month trial service period.

The Commission will adopt rules and regulations relative to hours of work,

holidays, leave of absence, vacations and sick leave and will also establish procedures for appeal when an employee believes that he has been wrongfully discharged. The Act has the "open back door" method of dismissal of employees. If the employee believes that he is wrongfully discharged, he may appeal to the Commission. If the Commission, after a hearing, finds that the employee was discharged for racial, religious or political reasons, the employee is reinstated, but if it finds the employee was discharged for some other reason it may recommend to the appointing authority that they reinstate the discharged employee. The appointing authority may or may not follow the Commission's recommendation, but if the Commission recommends reinstatement and the employee is not reinstated, then the Commission will offer the employee similar employment in another department when a vacancy occurs.

---

Approximately 250 thousand veteran placements, representing more than 11,000 veteran placements a month, were made in the federal civil service from January 1, 1943 to November 1, 1944, according to an announcement of the U.S. Civil Service Commission. This number included 4,000 placements of veterans with physical handicaps.

---

On January 1, the Michigan State retirement system established by the 1943 state legislature, began payment of benefits to state employees who retire from state service because of age or disability.

---

Out of a total of 83,027 job placements of veterans made by the USES in October, 1944, 63,233 placements were of World War II veterans. Of the overall total, 12,122 of those placed were disabled servicemen of whom 10,529 were veterans of the present war.