

The President's Message

As state employees, we are sincere in our welcome to the returning veteran. We are proud of those state employees in the armed forces and proud of the important part they have contributed, and are contributing to our country's welfare. The hearts and thoughts of those destined to carry on at home have been with their fellow employees in service, and that is why every state employee serving in the armed forces is an ex-officio member of the Oregon State Employees Association and why veteran's welfare has been a constant objective of the Association. We claim a large share of credit for and point with pride to the consideration given the veteran in both the public employee bills adopted by the recent legislature.

Look at the Public Employees Retirement Act. The state employee who entered the armed forces after September 15, 1940 when the National Guard was called out and who, within one year after being honorably discharged, returns to state service shall receive "prior service" credit for all "prior service" rendered the state the same as employees actually in state service at the time the act takes effect. In addition this veteran shall receive "prior service" credit for all service rendered in the armed forces after September 15, 1940.

Look then at the State Civil Service Act. Any regular state employee who entered the armed forces after September 14, 1940, is assured no loss in seniority rights and if he returns to work within six months after being honorably discharged he returns to his last held position, at such salary rate as then prevails for that position and with length of military service contributing toward seniority rights. For the honorably discharged veteran who was not previously in state employ and who passes a civil service entrance test, the act grants a



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bonus credit of five points to improve his or her chance for appointment. In the case of the disabled veteran, the bonus credit is ten points.

Most important, however, is the provision of the act that appointments and promotions in state service made after September 15, 1940 are "conditional" appointments or promotions in all agencies except those Federal aid social security agencies which previously operated under civil service.

No sooner than one year after the termination of the war, tests will be given to establish "eligible" lists from which permanent appointments can be made to new positions and to all positions filled by conditional appointees. Veterans will be able to compete and qualify for appointments which, without the civil service act, would have been permanently filled by returning shipyard and war industry workers long before the veteran could be discharged and make applications for employment.

REMEMBER THE DATE JULY 15.