

## Board of Directors Meeting

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Query were requested to select the other members of the committee and to lose no time in undertaking their work.

A "Vox Pop" or "Voice of the Employee" column in the magazine was discussed and by motion of the board instructed the editor to appoint a column editor to conduct such a column, the column to be available to members for the expression of ideas, views, criticisms, complaints, and commendations, if any, subject to the restrictions of Section 3, article 9 of the constitution and the editing of the column editor. Forrest Cooper of Redmond was appointed "Vox Pop" editor.

Leo Smith, Legal Counsel, gave a brief report. He stated that the merit system bill passed, first, because the attitude of the legislators toward state employees was more considerate and understanding, second, because the bill was written to give full protection to the veteran, and third, because the bill embodied the "open back door" dismissal procedure. Of great assistance were the support and endorsement of the League of Women Voters, the Civil Service Assembly in Chicago, the Civil Service League of New York and the Social Security Board in San Francisco. Other things that helped were the editorial comments of C. C. Chapman, editor of the "Oregon Voter," the editorial comments of ex-governor Charles Sprague in the "Oregon Statesman" and Governor Snell's favorable mention in his legislative message. Mr. Smith thanked the members, the directors, the officers and Mr. Stewart for their assistance and patience. He commended Mr. Stewart and Mr. DeFrance for their long hours of work in behalf of the measure.

Mr. DeFrance stated that Mr. Smith had worked long and hard in the inter-

est of both bills and expressed thanks and appreciation on behalf of the entire membership for his untiring efforts. Mr. Stewart stated that the Merit System Bill passed only because of the personal confidence and high regard which the legislators held for Mr. Smith and commended him most highly for his fine conduct at the legislature.

A standing vote of appreciation was given both Leo Smith and Forrest Stewart for their dignified, reputable and successful representation of the Association at the legislature.

There was some discussion of possible appointments to the employee member positions on the retirement board. It was held desirable that an Association member be appointed to the board but it was agreed that no suggestions would be offered unless requested by the governor.

The meeting recessed for lunch at 12:30, reconvening again at 2:00 P.M.

The appointment of the Civil Service committee was completed and approved as follows: H. J. Anning, chairman, A. J. Skelton, Glen Roberts, Forrest Cooper and J. K. Campbell. Sub-committees were discussed and because of the important work of the committee and the necessity of being informed and prepared to consider merit system (1) rules and regulations (2) classification plan (3) pay plan (4) education, experience and performance credits and merit rating application to promotions and lay off (5) entrance requirements, test procedures, and appointment lists (6) dismissal procedures, hearings and appeals (7) holidays, working hours, overtime, vacations, sick leave and possibly other subjects. Mr. Anning was instructed to appoint, with the assistance of the President, sub-committees to study and investigate the best practice and thought in each of the above matters. Mr. Anning's sub-committee is as follows: Marion Chapter, E. D. Lindberg