

The President's Message

The new civil service act is a good law. Based on the merit principle it will in time greatly benefit the State and the State employees. It is not a law which will permit the employee to flaunt his employer's wishes, nor is it a law which will permit the employer to treat his employees unjustly or capriciously. It is a law which protects the employee from political or religious exploitation and it is a law which does not protect the employee from the consequences of insubordination, incompetence or inefficiency. An employee under removal charges may appeal to the Civil Service Commission for review. If the commission finds after investigation and hearing, that the removal was based on social, religious or political grounds, it shall order reinstatement; but in all other cases the commission may not order reinstatement but may recommend only and the department head has the final option. The commission, may, however, place the name of the dismissed employee on an appropriate re-employment list if it believes he warrants re-employment.

The law becomes effective to certain groups of employees in varying degrees until after the war. Employees of the four social security agencies are covered by all of the provisions of the Civil Service Act. All employees of the other state divisions employed prior to September 14, 1940, and who are given "regular" status appear to be covered by all of the provisions of the act except those governing promotion. All employees of the other state divisions employed subsequent to September 14, 1940, and who are given "conditional" status, appear to be covered by all of the provisions of the act except those governing tests, appointments, trial service, regular status, and promotions.

The new Civil Service Commission has an excellent opportunity to per-



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form a signal service for the state at this time. Throughout the war private industry has engaged in competition for workmen in which the state has been seriously handicapped. Many of the states best employees have been lost to industry's higher wage schedules. The early adoption of classification and compensation plans to apply to both "regular" and "conditional" employees would help the state in this competition for man power. This is true for the reason that state officials can adopt with confidence a more equitable compensation plan if they know that an honest classification plan is in operation and that it will insure more work performance per dollar of wages than our present system of unclassified employment. The classification and compensation plans formulated and adopted by Oregon pioneer civil service systems may require some coordination, but could well serve as a nucleus for the new plans.

(Continued on Page 3)