

motions received since September 1940. Mr. Colman explained that each employee who was working for the state prior to September 1940, and who has received a promotion since that date, will probably be exempt from an examination for his *present* position. Any person advancing beyond his or her present position will be required to take an examination even if employed before September 1940. Although the promotion were made immediately, the classification would be considered tentative until an examination is passed when the first such examinations are given. It is not yet determined when these first examinations will be held.

When a vacancy occurs in a given department, examinations will be opened first to qualified persons in the department's reemployment list. These are persons who have been laid off because of lack of funds or work, and not because of inefficiency. Second, the position will be open to the state-wide reemployment list; third, to the department promotion list; fourth, to the state-wide promotion list and finally, to those outside of state employment.

Association members present were glad to learn that the Civil Service Act is now in effect even though all sections are not operative. For instance, dismissals based on religious or political prejudices are now forbidden by this act. The Civil Service Commission may order the reinstatement of any employee whom it can be proved was discharged for these reasons. The Commission will *recommend* reinstatement of employees unjustly discharged for other reasons, but the department head is not required to comply in these latter cases. As soon as new job classifications are established and approved by the Governor, they will become effective. Those sections which are not now operative will be put into effect as soon as rules are formulated for enforcement. Mr. Colman emphasized especially that

when the mimeographed copies of the tentative rules are distributed, he urges employees to read and discuss them and to make their views known. He pointed out that definite answers cannot be given to all questions until these rules are established.

Mr. Colman was asked whether civil service will assure equal pay to women who are doing the same work as male employees. He answered that classifications are determined by the job performed and not by the person performing the job. Therefore, equal pay for equal work will be insured. All employees, male or female, will begin at the minimum pay level established for his or her classification. Present inequalities will not be automatically corrected by re-classification, however, because employees within a classification will be receiving different wage rates as determined by their seniority and the quality of their work. Equalizations can be made by the department heads in line with a woman employee's seniority and the efficiency with which she performs her work. "The policy of the Civil Service Commission is to not do its work in an ivory tower fashion, but to cooperate with department heads and employees, taking advantage of all constructive criticism they have to offer. The program will be simple, practical and fair," Mr. Colman summarized.

The Capitol Chapter invited members of the Willamette, Library Building, Agriculture and SIAC chapters to be their guests for the evening. Floyd Query, president of the Association, was also among the guests. Other interested employees were invited through the press. Members present were tremendously pleased with the amount and clarity of the information they received regarding the Civil Service Act. Mr. James Turnbull, Capitol Chapter president, conducted the meeting. Mrs.

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