

PRESIDENT'S MESSAGE

(Continued from page 3)

Make a special effort to inform *that* non-member about the results of our legislative program. As every state employee will participate in the benefits he should be willing to give his support by active participation through membership.

Legislative Report

By I. A. DeFRANCE

Director of Law and Legislation

How did the 44th Oregon Legislative Assembly deal with the welfare and future of State Employees? My answer is that we should be appreciative of the considerations received. Our requests were moderate and practically all of them were granted. Much of our activity was directed towards the defense of the Civil Service and Retirement System acts and in this we were also quite successful.

Probably no Legislative assembly will ever match the consideration given State Employees by the 43rd Assembly. In the middle of the war, it was recognized that many employees remained in state service from a sense of loyalty when private industry was offering tempting inducements to attract them. That assembly, appreciative of the loyalty shown by State employees, endorsed the principle of merit and adopted the State Civil Service Act and the Public Employees Retirement Act.

The 44th Assembly, meeting a year and a half after the end of the war, had to a degree reverted to that old time appraisal of the public service, based on patronage and characterized by incompetence. The merit system had only begun to operate and some of the legislators were unaware of the results anticipated from the application of the principle of merit in the state service. Another factor contributing to this "appraisal" was the exorbitant demands made by some shortsighted groups. Some such demands

were made purely to provide talking points in future membership drives—some were demands involving administrative matters which should have been presented to the administrative departments for consideration.

Civil Service

There were several attacks upon the Merit System and it would have been a serious matter had the Employees Association not had two most highly respected and conscientious representatives on hand to explain the principles involved and dispell the confusion caused by the misinformation put out by the opposition.

The amendments to the Civil Service Act as adopted include those recommended by the Association and two others not recommended. The first of the two not recommended extended veterans preference credit to promotions but as adopted was limited in application to "first promotions" and to former state employees, which limitations removed all objections to the plan. The second, would have removed employees of the Tax Commission from Civil Service coverage but as adopted was limited in application to but *one* class of auditors and for a period of two years only.

A third amendment proposed by Robert S. Farrell, Jr., Secretary of State, would have taken all employees of that department (including the state institutions), the Treasury Department and Labor Commission department from Civil Service coverage. This measure died in committee after meeting opposition from the O.S.E.A., the Civil Service Commission and the League of Women Voters.

Retirement Act

The amendments to the Retirement Act as adopted included those recommended by the O.S.E.A. except two—The excess contribution provision was retained so we withdrew our request for increased employer contributions up to \$3,000 per year. We pointed out without success that our request for