

## Your President Comments

By BJARNE ERICKSEN

The recent announcement that in the future most of the state employees will be permitted to work a 40 hour, 5 day week marks the attainment of another specific objective of your Association. In securing this objective, we were materially assisted by the active support of many of the administrators. Most of the administrators supported your Association's request for the 40 hour, 5 day week because they believed that it would increase efficiency and economy in the State service; that it would promote a high morale among the employees; and that it would assist in the recruitment and retention of desirable employees.

That the recruitment and retention of employees is a pressing problem is shown by the fact that during the first three months of this year 1,296 employees have left state service. Such turnover in employment indicates many things, among them the attractive inducements offered by positions outside of state service. Also, it is an indication to the thoughtful that in-service training renders benefit to state service only in the proportion that trained and efficient employees are encouraged to remain in state service.

It is interesting to note that the factors which prompted the *administrators* to support and make effective our 5 day, 40 hour work week request are incorporated in the Civil Service Commission Rules and Regulations, as a part of its general statement of policy. We of the O. S. E. A. will always be gratified to observe the *Civil Service Commission* acting in its duties to promulgate and effectuate the intents of the Civil Service Act. It is our hope that the Commission will at all times realize that Oregon must keep in step with modern trends and scientific methods in its treatment of its employees in order that good public service will be rendered the people of Oregon. We express the belief that the initiation of good policies in personnel matters should come from the Commission, and that they will constructively apply themselves to administer the Act to its fullest intent.

Your Association is vitally concerned with a constructive administration by the Civil Service Commission because we played an important part in securing approval of the legislation which created it. We believe that if State Civil Service is to be a success, its Rules and Regulations should provide for good working conditions; that its compensation plan should provide for wage scales that are at least on a parity with those paid in private industry; and that through merit ratings, properly administered, the public may be served by efficient and courteous employees. We also feel that *enforcement* of and *compliance with* proper rules and regulations is important, in the interest of uniformity and impartiality. Cooperation between administrators, employees and the Civil Service Commission is desirable; agreement between them is essential.

During the month of June it is expected that all of the employees in the classified service will receive their merit ratings. To most of us it will be our first experience with this important phase of Civil Service. It is your Association's desire that the persons in authority will fairly and conscientiously prepare the ratings. When this is done, the employee can be informed of any deficiency in order that he can correct it. It also affords an opportunity for the administrators to acknowledge the outstanding work being done by the majority of the employees.

We sincerely believe that the conscientious preparation of the merit rat-

(Continued on page 4)