

Employees' Vacation and Sick Leaves Threatened; Civil Service Hears Objections to New Rules

The Civil Service Commission notified all department and institution heads on July 16 of a public hearing to be held August 1 on the subject of amending the present rules and regulations. The announcement invited department heads and *employees* with questions or suggestions to be present.

The O.S.E.A. was notified, but it is doubted if many employees were told about the matter by their department heads!

Your O.S.E.A. officers here in Salem held two emergency meetings on the subject and decided on the material and procedure of presenting our views at the hearing.

The Major Proposed Changes

Most of the proposed changes were in accordance with recent legislative action, but the proposed changes in Rule II—"Definitions" and Rule XVIII—"Leaves of Absence" were the ones in which we were particularly concerned.

The proposed change in Rule XVII, having to do with "Hours of Work" is proposed to read that "the schedule of regular working hours for the divisions or organization units shall provide for a work week of forty (40) hours for employees except where exigencies of departmental operations necessitate longer hours and where such conditions were considered in setting pa y schedules." The present rule mentions a 5½-day, 40-hour week. There were no objections made to the proposed change in this rule.

The proposed changes in Rules II and XVIII briefly were as follows:

1. That "work day or working day" means any business day as distinguished from Sundays and other legal holidays.

2. That the daily rate for leave

deductions or earnings shall be calculated by dividing the monthly salary by 25.

3. That vacation leave with pay shall be an annual period of two calendar weeks.

4. That vacation shall be granted at the rate of one business day per calendar month of service.

5. That accumulated vacation leave shall not exceed 26 business days.

6. That a new "special leave with pay" not exceeding two business days in one year may be granted—not as part of any other paid leave, and not accumulative.

What the Changes Would Do

The changes in Rules II and XVIII would mean that your earned vacation with pay would be charged against your accumulation at the arbitrary rate of six (6) days for each calendar week taken, regardless of the number of days per week you are required to work in earning your pay. They would also limit your maximum accumulation to four calendar weeks and two days, instead of the 26 working days set by law. They would set an arbitrary cash value for a days leave of absence of any kind as being 1/25 of a months salary. If you don't get the full import of these effects, you are probably working in some department which is NOT NOW conforming with the present rules and regulations!

Elsewhere in this issue is the letter addressed and delivered to the Civil Service Commission setting forth our objections to these proposed changes, our reasons and our recommendations.

Report on the Hearing

At the public hearing, official O.S.E.A. representatives present were: Forrest Stewart, executive secretary;