

service, there were many policies concerning vacations, pay, leaves, and other personnel matters. The need of a civil service act was readily recognized and admitted by conscientious and fair minded people.

What Is the Remedy?

The Civil Service Act intends that its administration will provide uniformity in the *principles* of good personnel relationships. Every move to place in

effect a fair and impartial *principle* under the act has met with some department head's resistance at one level or another. Such resistance is no excuse to controvert or defeat the intent of the act. Such resistances will break down under the weight of popular support given and assured to a forceful and impartial administration of *any* rule or policy which is based on merit and fairness to the large majority of those affected.

O.S.E.A. Tells Civil Service of Opposition to Curtailed Leaves

July 31, 1947
141 Pacific Building
Salem, Oregon

State Civil Service Commission
444 Center Street
Salem, Oregon
Gentlemen:

With regard to your proposed amendments to the Civil Service Rules and Regulations, on which a public hearing is to be held August 1, 1947, the Oregon State Employees Association respectfully requests your serious reconsideration of the following:

1. Rule II Proposed paragraph 40, defining "work day or working day."
2. Rule XVIII Sections 2 and 3, pertaining to leaves of absence.

We present our basic principle of dissatisfaction with the above proposed changes as follows:

With reference to vacation with pay for regular employees, as provided for in the Civil Service Act, we believe the intent to be that each such employee has been granted at least one of his full regular work days as a vacation period for each full calendar month of service in which he remains in the employ of the state.

The present rules consistently use the term "working day" in all references to leaves of absence. It is difficult to understand why such term is to be changed to a "business day." The act itself, Subdivision 4, Section 18,

Chapter 400, Oregon Laws 1945, which deals solely with vacations, says "No vacations in excess of 26 *work days* shall be granted in any one year." This sentence follows the law's dictate that vacation with pay shall be "*not less than one day for each full calendar month of service and may be cumulative.*"

This law seems to have been complied with in the present rules. The proposed amendments appear to change the working and the meaning of the act by substituting the word "business" for the word "work."

It appears to this Association that a recent opinion of the attorney general, opinion No. 389 of June 28, 1947, has been rendered at your request of June 23, 1947. The opinion cites that your request was based on the premise that the *present* regulations provide "in effect, for two calendar weeks vacation with pay." Your question to the attorney general was, "Question has now been raised as whether the continued application of this concept is consistent with the provision of the law cited above when state departments may work under different schedules."

It is axiomatic that in order to reach a proper decision in any matter, evidence and facts are required uncolored from preconceived ideas, opinions or prejudice.

With due respect, we call attention