

ganization, fall roughly into three categories: (1) unaffiliated employees who at present time approximate a third to a half of the state service; (2) employees of the AFL State, County and Municipal Employees, or specific AFL craft groups whose exact numbers are not known; (3) employees of the State Employees' Association, whose membership comprises approximately a third to a half of the state service. The latter group is an independent association and numbers in its membership members of certain of the AFL craft groups. To the writers' knowledge there is no CIO membership. The organized employee groups, generally speaking, were largely responsible for the passage of the original act and for protecting it against undesirable legislative amendments at the last legislative session. Despite the influence of the employee groups, the civil service commission has steadfastly refused to become associated as directly representing the views of employee groups, departments or any other groups in state affairs.

The writers have experienced in Oregon a situation which they have found in other jurisdictions, namely, that most department heads are sincerely interested for personal reasons or other-

wise, in the interests of their own employees. Many times the personnel agency makes a determination based on an overall service viewpoint which is approved neither by the department head nor individual employees affected. This point is mentioned primarily to indicate that the frequently encountered employee attitude of suspicion toward the department head, at least in many public jurisdictions, is not well-founded.

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