

week does not as yet apply to all state employees has caused some dissatisfaction within our ranks.

Our failure to make it applicable to all classifications was based on factors over which there was no single control. Lack of housing facilities at our institutions, a poor labor market for certain types of employees, previously established construction program, the income factor and previously established budgets, together made a uniform work-week impossible at this time.

We should not discount the reaction of the general public to the five-day work-week. Public reaction in the Salem area has not been good. Many business firms have strongly opposed this idea.

My recommendation is to continue our efforts to bring as many employees under a *monthly* salary as possible, thus opening the way to bring these people under the five-day week.

Vacation: During the year, the Civil Service Commission revised its rules whereby vacation leave is now to be allowed at the rate of two calendar weeks for each twelve months of service. Before revision, the rules were based on one work day of vacation per month of service. Pressure from private employers and public opinion are believed to have had their effect on the Commission's ruling. A two-day per year casual leave has now been allowed under the revised rules which off-sets to some extent the arbitrary reduction in vacation leave.

Sick Leave: In most cases, departments have credited employees with sick-leave earned before Civil Service went into effect. We played an active part in securing concessions from some departments.

Regular Pay Days: We have made but little progress in establishing a regular pay day for hourly employees, even though we have made many efforts to do so. Methods of reporting payroll data and delivering checks are apparently cumbersome and antiquated.

The Association should offer a solu-

tion to this problem. Possible solutions are: elimination of hourly rates of pay, two pay days per month, setting an earlier date for closing payroll accounts or setting a pay-day far enough into the month to be met by accounting divisions under any circumstances.

Merit Ratings: To date not all of the departments have attempted to apply the system to their employees. Some have ignored the rules entirely, some have entered into it half-heartedly, and few have made a sincere effort to establish a workable system.

The matter of Merit ratings should not be ignored by this session of the General Council. Either we should make a determined effort to see that the rule is enforced honestly and to the best ability of those applying it, or recommend that it be discarded. As applied in many instances, it is a travesty.

Examinations: We have a committee appointed to work with the State Civil Service Director on examinations. A meeting of the Committee was called but postponed at the request of the Director. A subsequent date has not been set.

We must keep vigilant on this matter.

RETIREMENT:

Our efforts toward amending the Retirement Act are reported elsewhere.

There appears to be some question about the present policy of the Retirement Board regarding date of disability retirement where an employee has sick leave and vacation credit.

There is also a question of the Board's policy of not allowing pay for accumulated vacation when retirement age is reached. The Board has evidently forced some employees to retire two weeks before the end of the month in order to use up accumulated vacation.

The Association has been asked to take a position on the policy adopted by some departments and institutions in retiring everyone reaching the retirement age regardless of efficiency and health.

The Retirement Act has been criti-