

## Vacation Leave Held Down: O.S.E.A. Fights for Extra Days

On October 6, 1947, the Civil Service Commission adopted some amendments and revisions in its rules and regulations. Among them are included the following which are of particular interest to state employees:

### New Definitions

"'Conditional employee' means an employee who has been appointed to a position in the classified service on or after September 15, 1940, and for whose class no eligible list has yet been established, except as otherwise provided in these rules."

"'Voluntary demotion' means a demotion requested by an employee in order to retain employment in the state service when layoff from his position is imminent or for other reasons where the action is still entirely voluntary on the part of the employee."

"'Work day or working day' means any business day as distinguished from Sundays and other legal holidays."

Of the above, the definition of "work day or working day" is of real interest and may be classed under the heading of "peculiar." It simply means that one of your earned vacation or sick leave days is lost to you whenever a calendar week of leave is taken. The Highway Department's policy is "deductions shall be made from leave accumulations for all days in the leave period other than Sundays and holidays, excepting only that when the total number of deductible days (figured to exclude Sundays and holidays) is four or less, no deduction will be made for any regular day off (usually Saturday) that may be included. This department policy splits the difference of the possible lost day per week, and in the employee's favor. Half a loaf is better than none.

### Emergency Leave With Pay

The new rules provide for a new

"emergency" leave with pay. The rule reads "Leave with pay to meet an emergency or for other good and unusual cause may be granted an employee by the appointing authority. Such leave with pay shall not exceed two business days (purported to be any day other than Sundays and holidays) in any one calendar year. Emergency leave shall be granted only for unusual causes and shall not accumulate from year to year nor be taken from, nor added to vacation or any other paid leave.

### New Employees Vacation Not Earned Till Six Months in Service

Quoting from the new Rule XVIII, Sec. 3: "Full time employees who have served for at least six months in the state service and seasonal employees who have served through a complete seasonal period shall be granted one day of vacation with pay for each full calendar month of service. Upon completion of this minimum period of service employees shall receive vacation credit for the period so served . . ."

### OSEA Attitude

It is the unchanged attitude of the OSEA that no employee should lose any earned days of leave with pay, and that a five-day week employee should not lose six earned days for a week's leave. The Civil Service Commission has ruled otherwise, aiming at the establishment of a standard two calendar week vacation per year for each regular employee, regardless of what his regular work week may be. The conformance by departments with the commission's ruling will be watched with interest. Our renewed efforts to obtain a revised ruling more in conformance with the Civil Service Act will not be indefinitely postponed.

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Your brain is the nearest gold mine.  
Keep digging.