

tive Secretary Forrest Stewart DID ATTEND the mentioned Board of Control meetings, as the S C & M E business agent well knows (unless his eyes failed him there). Stewart also attended other important conferences on this matter, which led up to favorable action, to which the S C & M E representatives were apparently indifferent, as they were conspicuous by their absence!

That guff about our OSEA being run by supervisors will get a going over a little later on, but you should first hear what was written about us in the November, 1949 issue of this Oregon Public Employees News magazine about our comparatively small association! The article concerns the S C & M E 1947 and 1949 legislative failures in trying to close the "back door" of the Civil Service Act. As you all know, the Federal Civil Service Act does have a partially closed back door, and everyone finds fault with it. "Closing the back door" means making it mandatory to rehire with back pay any employee who is discharged when he can create doubt that his discharge was due entirely to his (the employee's) own fault. Under the present Oregon Act with its "open back door," a discharged employee who cannot definitely be shown to be inefficient is recommended for rehiring, for transfer to a comparable position in another department, or at least is placed at the top of the list for re-employment. Many have been put back to work under this open back door.

### Abuse Is Cheap

Well, to proceed with the quotations from said "News," the article says, "In the 1949 session, labor again introduced a bill to protect state employees from unwarranted discharges (that "back door" bogey), and provided in the same bill that one member of the civil service commission should be a representative of labor" (of the S C & M E?).

Continuing, they said, "Of course, you have guessed it, again the **non-union state employees association boss-controlled company union** (that's the OSEA they refer to) bitterly fought this bill and bragged about it in a cir-

cular they put out." The next paragraph of this article read as follows: "State employee locals of the State, County and Municipal Employees, American Federation of Labor, are officered by members who are not and **cannot** be bosses or supervisors."

While everyone draws a deep breath, it is well to remind the readers that the legislature would not have originally passed our Civil Service Act if it had provided for the "closed back door." Also, it is good to know that the Act is patterned on a national model act which represents the best thinking of experts in this field, who avoided therein the pit-falls and errors that have cursed and made non-effective so many of the present systems of Civil Service throughout the nation.

In these two articles under discussion, in October the OSEA was merely called a "non-union association"; while the following month we were referred to as a "non-union boss-controlled company union." How bad we became in 30 days! Did you notice their reference to themselves as being "officered by members who are not and **can not be** bosses or supervisors?" Could this be a slap in the face to their State employee members by calling them incapable of advancing themselves to positions of trust and responsibility; or do they infer that control of the S C & M S is by high-salaried union boss career men who live well on the high dues collected from their members? I would rise in defense of the State employees to state that ANY of them have a chance to become bosses and supervisors in State service if the employee wants to get ahead, and I just don't believe that any state employee members of the S C & M E are below average in their abilities to advance in the service!

Of course, these articles were prepared by their Organization Committee, and perchance this committee is not very well informed. If they want the truth about OSEA organization, they are welcome to visit our Chapters at any time. Naturally, this Committee, trying to get a new organization and a large number of heavy dues-paying people in their ranks has to resort to