

Highway Dept. Has Form For Probationary Workers

The State Highway Department has recently issued a form on which supervisors are to rate a trial service employee after his first four months of service. The report is to state whether the employee is performing his duties satisfactorily or not and requires the signature of supervisor and employee.

The purpose is to evaluate and eliminate trial service employees who will not make good permanent employees. It is pointed out to the supervisor that the terminating of employment (or demoting) at the end of the six months trial service period is not necessarily discrediting to the employee as he may have found himself in a job he does not like or for which he is unsuited. The supervisor is instructed to terminate the services of any trial service employee whom it is believed will not make a competent, desirable employee.

Further instructions to the supervisor include the following: "Failure to return this form within a reasonable time will result in the automatic removal of the employee's name from

the payroll at the end of his trial service period."

The Oregon State Employees Association has been assured from a reliable source that the supervisor will not be permitted to "take the easy road" in firing a trial service employee by do-

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