

Address Before the OSEA General Council

By Lawson McCall, Administrative Secretary

To Governor Douglas McKay

When you consider there are state employees who have been in the state service 50 times longer than I have, you must think I have a lot of brass to appear as an authority on public employment. That isn't my role today, part of my job lies in the field of representing the governor at occasions he can't attend because of previous commitments.

His commitment to appear at Drain, of seven months standing, was discussed with the possibility of making a race to Drain and back up to this Council meeting and although the Governor was cooperative enough to consider making this mad dash, Forrest Stewart and I vetoed it, suggesting there might be fog. Hence, Mr. Stewart and I do qualify as weather forecasters "par excellence."

The Governor and I drove for nearly an hour last night to and from a radio appearance, discussing his attitude toward the state employee. It is **most** favorable, to describe it in brief, and I am sure Forrest will confirm that 100 per cent.

Governor Familiar With Problems

Governor McKay feels that good pay stands for a higher-type of public servant and, hence, is money well spent. He likes the spirit of service that has brought many of you into public employment; in fact, he says it's an ideal, with many of you. He is solidly behind civil service, even though he knows that our youthful system in this state has many bugs that have to be worked out.

Governor McKay asked me to urge you to continue to support civil service and to work unceasingly for its strengthening through legislative change-for-the-better.

Governor McKay knows of your problems, problems that will be up for

discussion at this meeting. He is conversant with both sides of the question of "overtime vs. time-off." He is conversant with the desire of some that the Civil Service Commission be given authority to order the reinstatement of an employee who has been discharged and whose hearing has shown a miscarriage of justice. The thinking on one side, of course, is that the department head would be reluctant to dispose of an undesirable employee under this procedure, and that inefficiency would be one of the end results. On the other side of the thinking, there is a good argument which says that state employees, in general are entitled to the reassurance implicit in this procedure.

Step-Up in Examinations Needed

Governor McKay also is aware that only about 30% of the employees in the 560 civil service categories have taken examinations leading to permanent ratings. It is going to cost the state something to enlarge its examining staff to cover all 560 classifications. But the right to attain the security of a permanent rating is a right essential to the success of any civil service program.

The protection afforded both the employees and the state by such examinations is needed now, more than ever. The reasons:

1. State employment has reached a period of stabilization for the first time since the inception of Civil Service in 1945.
2. Where there was once a shortage in many classifications, there is now a backlog of applicants.

For the first time since the start of Civil Service in Oregon, there is now an overabundance of stenographers. That is an outstanding illustration of the change of conditions that has left