

office and discusses the questions with the heads of departments. That has been common practice for years.

Mr. Wilson said he felt there should be an official communication from the executive secretary to the civil service commission and the director setting forth our ideas on this resolution and any other resolution.

Amendment to the motion was passed.

It was stated that one intent was to bring into line the members of the association and the employees in general and also the employer who may undercut civil service.

Mr. Chidsey said civil service still is in the educational stage so far as some of the departments are concerned.

Mr. Vaughn expressed the idea that there is a general feeling that civil service interprets regulations to please the department heads.

Mr. Chidsey read CS 7, regarding Rule 10, and remarked that there went the "back door," if the choice of three were eliminated. Also read CS 8 regarding Rule 15. He said it was necessary for the board of directors to interpret these rules as passed in conformance with the constitution which states that state service also is a consideration in our relationship.

Mr. Wilson remarked that it seemed at the present time the employer or appointing authority had all the trumps. Why not split the trumps up. This matter grows out of a specific case, but also is a matter of policy which may affect any one of the members tomorrow.

Mr. Banks expressed the opinion that the "back door" was getting a little drafty.

Mr. Query said at the legislative session the same thing was introduced by another group. He said he had an investigation to see if any complaints were heard from anyone who had been hurt and there were none. The association might want to change its stand if the open "back door" policy were abused.

Mr. O'Neil said the A.F. of L. had been coming out for closing the door and they wanted the association to come and fight them to keep it open. The association will have to take a clean cut stand as it is being thrown to the membership. A position must be taken that is fair to both state employees and to the State.

Mr. White stated that what was wanted was more protection for employees.

Mr. Moser called attention to CS 6 and stated that the college in La Grande planned to lay off second cooks and dishwashers and hire college girls. These people have worked six to eight years and have no other means of support—they are older women.

Mr. Brandt said that with the exception of the acknowledging the association's position on the open back door, he believed the board was all for the civil service items.

Mr. Brandt amended the motion to the effect that the balance of the items under Item F, including CS 3, 4, 7 and 8, be included with CS 2 and 5. Amendment passed.

Original motion as amended reads that CS 2 & 5, CS 3, CS 4, CS 6, CS 7 and CS 8 be referred to the committee for action and be brought to the attention of the Civil Service Commission. Motion passed.

Mr. Brandt said it had been discussed at the board meeting before the general council that there were certain civil service situations existing in Corvallis which affected an important segment of membership in Chapter 29. Director R. M. Smith and Mr. Brandt had reviewed the matter and it was agreed a meeting should be called at which time a representative of the association and a representative of the civil service commission would appear in Corvallis and members of the chapter would have an opportunity to present personal feeling re-

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