

it very well because we had to "kick back part of our salary.

Let me ask you this, Mr. Merchant, would you rather have another depression or have your state employees paid salaries comparable to back" part of our salary.

In 1949 the state employees in the Salem area paid personal income taxes, both federal and state, on \$12,042,000, what was left went into the regular trade channels. One million dollars a month is one pretty good payroll for a town of less than fifty thousand people and dangerously few industries. Sometimes we wonder who is feeding out of what trough.

Sincerely yours,
FORREST V. STEWART
 Executive Secretary

OSEA Grievance Committee

As provided by the action of the last general council, a grievance committee has been appointed to assist Forrest Stewart in investigating members' complaints received in headquarters office. The committee consists of E. A. Bamford, Jr., James Banks and Robert Ashby.

Its purpose is to handle at a local level, individual cases wherein it appears that infractions have been made upon the normal statutory or regulatory rights and privileges of the members. It is felt that these cases will receive more direct attention in this manner and that the number of grievance resolutions of a local nature submitted to the general council should accordingly be reduced, leaving the council more time to act upon matters of a state wide nature.

The committee has been called upon several occasions in the past few months. Appropriate action has been taken, and concessions have been gained in most cases where the complaint has been justified. Your executive secretary and the committee are at the disposal of any member who feels that an injustice has been done. Contact Forrest Stewart at Headquarters.

Military Leave Policy Revealed

The reactivation of selective service and the increasing numbers of persons volunteering for military service has caused an interest in leave regulations for state employees who enter military service.

Classified employees are assured military leave and reemployment rights by the civil service act and in addition all public employes, including unclassified employes, are assured these privileges by Chapter 2 of the Oregon laws of 1947.

The Civil Service Rules and Regulations provide for military leave without pay (Rule XVIII Sec 9) as follows:

"Any regular, trial service or conditional employee in the classified service shall be entitled to military leave of absence without pay for service with the armed services of the United States either through enlistment or Selective Service induction and shall be returned to his last held position and duty without loss of seniority or other employment rights. Any such employee may compete in any test which may be announced while he is on leave. Such employee shall report for duty within six months following honorable discharge. In the absence of such a report or a request for extension of leave, the leave shall be deemed cancelled. Ref: Act, Sec. 18.3)"

Although not specifically provided in this rule, employes having provisional status are to be accorded military leave rights. This provision applies equally for service through enlistment and induction; including persons who volunteer, members of reserve units, national guard units and others recalled to active duty.

The civil service commission has directed all state departments to hire replacements for employes on military leave with the clear understanding that these persons will be terminated when the incumbent returns from military leave.