

justified, but not to reinstate him over the objections of the officer who removed him.

This limitation on the personnel agency's powers has been criticized by public employee organizations on the ground that it makes the review worthless to the employee, since a department is seldom willing to take an employee who has been removed by another department. The League has always believed, however, that the interests of the service as a whole are paramount, and that the removal problem should be approached from the viewpoint of affording means of ridding the service of an unsatisfactory worker rather than of granting the employee iron-clad tenure rights.

To complaints of unjustified removals of civil service employees, the League has always replied, "Show us the evidence." Evidence has seldom been forthcoming. It is, of course, impossible to prevent altogether removals based on personal spite, prejudice, incompatibility and similar factors, sometimes disguised as "insubordination" or "misconduct." With specific reasons for the removal stated, however, supplemented by a public hearing before the central personnel

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### Council Meetings

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ing the problem of employees taking additional time for coffee. It was the consensus of opinion that since the employees, through the OSEA, are working for better wages and working conditions something should be done to correct this situation. Mention was also made that many employees are leaving the buildings before closing time and this has been called to the attention of at least one of the chapters. Recommendation was made that all chapters give some study to these problems and suggestions be made in an effort to work out a solution.

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