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1945

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EDITORIAL . . .

Two Threats to Merit System

Two distinct threats to the continuation and success of any merit system are the constant attempts to drop classes from the classification plan, and the failure of career employees to respond to the policy directives of management. It is difficult to appraise which of the two threats pose the greater danger to a merit system.

The attempt to have individuals and classes removed from the classified service usually is due to department heads and others feeling that more favorable treatment in salaries and other matters could be had by being divorced from the merit system, and being able to present their case via pressure group approach directly to the legislature. Every group that succeeds in being removed from the classified service encourages other groups to make the same move. These moves are instigated for a number of reasons: the belief that the group can do better in dealing with the legislature direct, the failure or inability of the legislature to provide funds to meet competition in the labor market, or the civil service commission or its staff failing to properly evaluate the demand of the labor market in making surveys.

The second threat is one created by the employees themselves by failing to respond to management philosophy. This condition is more noticeable immediately following a change of administration, but exists at all times. The merit system employee becomes oriented toward a particular approach or viewpoint and does not respond management desire. Management feels that it is difficult, if not impossible, to discipline or dismiss an employee in situations of this type when covered by the merit system, or at best rankles at the inconvenience of so doing. Ergo, they become unhappy with the merit system.

Ways and means of meeting these threats will be discussed at the national meeting of independent employees associations in Philadelphia in October. — JBD

Edward L. Wilson Joins OSEA Staff



Edward L. Wilson, Salem, assumed the new position of Assistant Executive Secretary of the Oregon State Employees Association on March 11. He left the Salem Regional Office of the Allstate Insurance Company where he has been Accounting Division Supervisor since 1957.

Wilson attended Portland public schools and was a 1950 graduate of the University of Portland following service in the Army Air Corps. He is married and the father of five children.

Prominent in Salem civic activities, Wilson was president of the Salem Junior Chamber of Commerce, president of Salem's University of Portland Alumni Chapter, treasurer of the Marion-Polk County Muscular Dystrophy Association and a member of the Board of Directors of the Salem Area Chamber of Commerce and the city's Military Affairs Committee.

He heads the Association's fact-finding procedures in personnel classification, grievances and civil service matters.