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From the . . .

Executive Secretary



State Representative Morris Crothers (R - Salem), chairman of a subcommittee of the Legislative Fiscal Committee which for a year has been making an interim study of the Civil Service System, at a meeting of OSEA's Board of Directors on July 27 described some law changes which may be recommended at the Legislature at its next session.

The most important possibility is a separation of the present civil service functions. Ed Westerdahl, assistant to Governor McCall, at a meeting of the subcommittee last month recommended that state personnel administration be under a Director of Personnel, appointed by the governor, to whom the various personnel departments would be responsible. The part-time Civil Service Commission would serve as a quasi-judicial, regulatory and hearing body.

Although the proposal has not yet been put into bill form, it is expected that recruitment, training, creation of classification and salary plans and the rest of the great bulk of technical work would come under the Personnel Department. The Civil Service Commission would make, or at least have to approve rules; approve classification and salary plans; investigate complaints of improper personnel procedures, and hold hearings on employee disciplinary appeals.

Critics of the proposal raise the spectre of a patronage political system, because recruitment of employees would not be supervised directly by the Civil Service Commission.

Proponents discount this possibility, partly because of Oregon's clean political climate and public exposure of government activity, and also because the Commission would have a check on hiring practices and would have a control on what would happen to current employees at the time of an administration change.

This group stresses the need for more vigorous personnel administration and for a more definite mission for the Civil Service Commission, who would no longer wear the two hats of personnelists and policemen.

In a resolution adopted at its July 27 meeting, OSEA's Board of Directors did not either oppose or favor the proposal. They said, in effect, that they recognized the deficiencies of the present system and did not oppose change, provided that a final bill contains adequate provisions for protection of the merit system and employee rights.

This proposed change in our Civil Service System may well be one of the most important legislative proposals in the next session of the Legislature. It deserves serious thought on the part of all employees and furnishes a meaty topic for chapter meetings. It should be reacted to by a number of resolutions at OSEA's annual General Council, to be held shortly before the legislative session, on November 14-15-16.

100% MEMBERSHIP AWARD

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Recreation	Fairview
Sewing	Fairview
Bio-Physics	OSU
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Correspondence

To the Editor:

I would like to use our newspaper to express my thanks to Tom Enright, Ed Wilson, Ev Stiles and the rest of the headquarters staff for obtaining pay raises for crew members of the R/V Yaquina.

I received a \$45 per month pay increase plus \$495 in back pay. The other crew members received pay raises, too.

I have been a union member all my life, and I can say I like the way OSEA operates. There was no walk-off, no loss of ship time, which would have very probably happened in any other union dealing with similar circumstances. I think the OSU Department of Oceanography is lucky that it is dealing with OSEA in that respect.

OSEA has also helped us with other problems, which took a lot of time and effort on behalf of the headquarters staff. It was made doubly hard as they had no knowledge of ship procedure and had to dig from the bottom of the barrel, so to speak.

So to those members who think those fellows have a soft touch -- think again. I know how much effort they have put into the R/V Yaquina.

Thanks again fellows for the help you've given us.

Bob Ingersoll
Chief Engineer
R/V Yaquina

To the Editor:

I am writing to thank the OSEA Board of Directors for its cooperation in authorizing Executive Secretary Thomas C. Enright to be a member of my panel on Collective Bargaining for Public Employees at the recently concluded Western Conference of Attorneys General at Jackson Lake, Wyoming.

Tom made an excellent impression on the assembled Attorneys General and their staffs and made an outstanding contribution to the discussion. Many of the attendees afterwards said it was the outstanding presentation of our conference and are recommending that it be repeated at the annual meeting of the National Association of Attorneys General in 1969.

Robert Y. Thornton
Attorney General

HELP STAMP OUT UNNECESSARY COST

Anyone who has mailed a letter recently is aware of the increase in postal rates. Not many people are aware that the post office also increased the cost of return mail.

OSEA headquarters, however, is very aware of the return mail cost. About 250 copies of the NEWS are returned each month because of address changes or incorrect addresses. At 15¢ each, that costs about \$37.50 per month.

Please help us reduce this unnecessary expense by sending your address change to your chapter secretary or OSEA headquarters, 1515 State Street, Salem, Oregon, 97301.

We will appreciate it.

