

HOUSE No. 146

The Commonwealth of Massachusetts

SPECIAL REPORT OF THE COMMISSION ON ADMINISTRATION AND FINANCE, THE DIRECTOR OF PERSONNEL AND STANDARDIZATION AND THE DIRECTOR OF CIVIL SERVICE CONCERNING WAYS AND MEANS FOR EXPEDITING APPEALS OF STATE EMPLOYEES FROM POSITION CLASSIFICATION.

[Public Service.]

DECEMBER 1, 1947.

To the Honorable Senate and House of Representatives.

Acting under the provisions of chapter 48 of the Resolves of 1947, meetings of the chairman of the Commission on Administration and Finance, Director of Personnel and Standardization, and Director of Civil Service were held to consider action and recommendations under the resolve.

Conferences were held with representatives of the Massachusetts State Employees' Association, representatives of the State Engineers' Association, Department of Public Works, representatives of the unions affiliated with the American Federation of State, County and Municipal Employees. The Commission considered the subject matter of House Document No. 1428.

Appeals are now handled from the decision of the

Division of Personnel and Standardization to the Governor and Council.

After the Griffenhagen report was presented to the Legislature and referred to the Division of Personnel and Standardization for the basis of reclassification studies, the State Employees' Association sent out a questionnaire to their members asking all who felt aggrieved under the Griffenhagen report to submit their appeals to the Division of Personnel and Standardization. This bulletin was issued in August, 1946. The bulletin suggested that all employees seeking reclassification submit their request to their department head, with a copy to be sent to the Director of the Division of Personnel. One thousand two hundred and fifty such copies of requests were received by the Division of Personnel. Each request was acknowledged by letter from the Division, stating the request would be reviewed. It may be said these requests are still pending, though, by process of reclassification in certain positions, about 425 have been determined. There were 265 applications in Mental Health, 18 in Public Health, 44 in Education from groups which have been reclassified. Ninety-eight reallocations of positions were made in groups not yet surveyed by the Division. This would indicate that 825 requests for reallocation of positions, based on the Griffenhagen report, have not yet been reached for action. In the last six weeks, during budgetary review by the staff of the Division of Personnel, requests in the group not yet reclassified are being considered in the visits made to departments and institutions. The Division of Personnel plans to clear all pending requests before the end of the 1948 legislative session.

The representatives of employees indicate a desire for determination of appeals in a reasonable time. These representatives believed assurance to the employees whose requests were pending that determination would be made before July 1, 1948, would satisfy the employees as a whole.

We concur in that belief, but to strengthen the present

status of personnel determination recommend that a rule be adopted by the Division of Personnel, subject to approval by the Governor and Council, setting forth a limit of sixty days from the time of receipt of the appeal by the Division of Personnel for a decision on the appeal.

Respectfully submitted,

THOMAS H. BUCKLEY,

Chairman, Commission on Administration and Finance.

JOSEPH K. BURNS,

Director, Division of Personnel and Standardization.

THOMAS J. GREEHAN.

Director, Division of Civil Service.

