

A PAY POLICY

(Continued from Page 5)

(which) is more than a lifeless pawn. It plans, it contrives, it philosophizes, it educates, it builds for the community as a whole."

The prevailing rate approach, may lead to problems of logical internal relationships within a pay structure. It likewise does not settle questions concerning occupations which are wholly or largely confined to government service. These problems are entirely aside from other elements of a compensation plan, such as flat rates or pay ranges, the number and amount of intermediate steps, over-lapping ranges, and other details. It is just such features as these, however, which have obscured the basic and realistic principle of reasonable adherence to prevailing pay practices. The primary purpose of this discussion, therefore, is to call attention to the pressing need for more than lip service to the above principles.

FRANKLIN ROOSEVELT IN THE PUBLIC SERVICE

(Continued from Page 7)

service unions and their role in government were expressed on different occasions, two of which are taken as representative. In an address to state civil service employees in 1931, while governor of New York, he reminded

his audience that he helped to organize the National Federation of Federal Employees, was one of its original members, and was still a member "and proud of it." "I say to you frankly and freely, that I hope you will continue to organize always holding fast to your ideals and insisting upon intelligent leadership." In the same speech he endorsed the concept of government as a model employer.

In 1937 he stated his views on civil service unions more formally in a letter to Luther C. Stewart, president of the National Federation of Federal Employees. He wrote:

"Organizations of Government employees have a logical place in Government affairs.

"The desire of Government employees for fair and adequate pay, reasonable hours of work, safe and suitable working conditions, development of opportunities for advancement, facilities for fair and impartial consideration and review of grievances and other objectives of a proper employee relations policy, is basically no different from that of employees in private industry. Organization on their part to present their views on such matters is both natural and logical, but meticulous attention should be paid to the special relationships and obligations of

(Continued on Page 22)

M. M. (Max) Landon

Real Estate Insurance

Sweet Home, Oregon

Phone: Res. 254 — Office 253

Nagle Lumber Co.

1845 Franklin Boulevard

Eugene, Oregon

WHITE VULCANIZING WORKS

VULCANIZING and RECAPPING

345 Van Buren Street

Eugene, Oregon