

Employees Organizations in the Public Service

The public service, Federal, State and Municipal, in the post-war period will be confronted with major problems brought about by the impact of war conditions. Orderly transition from war to a peace economy will require solution of many personnel difficulties which already profoundly affect the efficiency and potential costs of government.

With this in mind the National Civil Service League appointed a National Committee on Post-War Civil Service Problems to study public employee organizations and other personnel issues.

Following is a review of the report of the committee. This review is taken from the bulletin, *Employee Organizations in the Public Service* which is distributed by the National Civil Service League.

The public service is the concrete everyday expression of our democratic institutions. Its integrity and its prestige are therefore peculiarly important to the preservation of our way of life.

Conde B. McCullough

This ability to make himself at home in any group has been instrumental in maintaining a high level of morale throughout the organization and his passing will leave a void which cannot be filled. When the going appeared the roughest and it seemed impossible to meet a dead line, he would break the tension with a humorous story, apologize for the interruption and leave everyone relaxed for another surge forward.

As expressed by his associates, "To you, 'Mac,' a grateful and appreciative world says thanks for a valuable contribution of life's advancement and enrichment, and from us a prayer of gratitude for the privilege of calling you friend."

It is our common obligation to make the public service impartial and efficient and to provide terms of employment which foster a wholehearted devotion to the common good.

Foremost among the problems of public employment which have recently come to attention is that of group relationships. For while public authorities have been dealing with associations of workers since the 1830's, new developments have brought this phase of public personnel more sharply into focus.

One important reason for this prominence is the increase in the number of persons in government employment, now perhaps one-ninth of the nation's labor force. At the beginning of 1945 the Federal services alone (including Government corporations), employed 3,375,000, while State and local Government staffs, with ranks badly depleted by war conditions, numbered an additional 3,135,000—a combined total of some six and a half million. Some of the losses in Federal personnel will in part be balanced by increases in those of states and municipalities, so that the total will remain at a high level compared to pre-war years.

Other factors have also given an impetus to growth of employee associations—the spirit of the times, the new industrial types of activities undertaken by various governments, the difficulties which many groups of employees have in maintaining their economic status in a period of rising prices, the desire of workers to obtain a brake against precipitous reduction of forces and, especially, intensified organizing activity. For these reasons, membership in employee organizations in the public service is likely to show even more rapid strides in the post-war years.

(Continued on Page 25)