

EMPLOYEES ORGANIZATIONS IN THE PUBLIC SERVICE

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As organization progresses over the country, government bodies, members of civil service boards, members of State and local legislative bodies, and men in public life generally will be faced with demands which may be new to them but which are issues long debated or already settled in the practice of private industry. The legislator or official who is inadequately prepared for such situations may, through ignorance, take an indefensibly hostile stand, or through fear, make an unwise concession of principal, or he may react legalistically or negatively when the occasion calls for a positive, imaginative program.

The community at large is increasingly finding it necessary to consider troublous questions of the rights and proper relations of employee groups in government units. Citizens and admin-

istrators who aim to be liberal in their attitude also desire to be clear and firm with regard to tendencies and precedents which may impair the public service. Likewise, employee organizations themselves face difficult decisions in pursuing their private aims while also meeting their public obligations.

Some legislators and officials, in formulating their policies with regard to the relations of government bodies with organized employee groups, need to discard certain rigid attitudes, which are no longer applicable. To clarify the atmosphere in which the problems of employee organizations are to be considered, a few of these outmoded points of view will be mentioned at the outset.

Public employees are often at a disadvantage during periods of rapidly rising prices. True, offsetting this in part, where there is an established merit system of selection and retention, more

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