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security is given these employees in their jobs. It is recognized also that their wages do not fluctuate as much as do those in private employ in periods of falling prices or in depressions. But there are occasions when they believe that their plight exists chiefly because of neglect.

Particularly exasperating are situations when an acknowledged injustice in the public service is so enveloped in politics or multiple authority that the means of effecting a desirable change seem hopeless and elusive. The administrative officer may pass the buck to the budget director and the latter may plead that the necessary relief is within the province of the legislative body. When the final authority is cornered, the legislature may adjourn or a wholly new agency come into power. The individual employee in such cases feels powerless to obtain elemental justice.

Some employees, especially those omitted from any sort of State or local system, as they are from the Federal Social Security Act, regard association as

indispensable if certain common objectives such as adequate retirement plans are to be inaugurated, or if other plans affecting workers, even though on a voluntary non-legislative basis, are to be introduced. The history of our public service has been a story of struggle for the impartial and effective administration of the public business. It has been one of continued defense against pressure groups usually operating through political channels. No small part of this struggle, so far as public employees themselves have been concerned, has been to free their own jobs from such influences.

But whatever their reasons, tangible or sentimental, practical or idealistic, worthy or unworthy, public employees are reacting to normal motives in associating themselves for common action. Whatever the personal views a legislator or official may have concerning such activity, his public policy must be based on principles which meet present-day tests of validity.

Should Public Employees be allowed to organize?

The question presented under this heading would at first hardly appear to
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