

(Continued from Page 29)

Although there are some that hold that certain categories of private employment so closely affect the public interest that they closely resemble government service, in certain essential respects government service is different from other employment. Government alone engages in legislation and in the administration of law. The executive function of government, that of seeing that legislation is enforced, is in certain particulars vital to society itself. Without the protection of the police, law would be only on paper; without the intervention of health inspectors, epidemics would rage; without the enforcement of fire regulations conflagrations might consume our cities and our forests.

In recognition of the distinctive character and special nature of their employment, it is highly desirable that governmental employees should voluntarily abandon the power to strike or the threat to strike.

To forbid or forego strikes does not mean that government employees should be subject to arbitrary treatment by the government bodies or prevented from united and organized effort to improve their terms and conditions of employment. The right to organize and to have full access to legislative bodies is not impaired. Denial of

certain rights to people in special or professional responsibilities does not mean autocracy, nor does freedom to strike assure democracy. Some of the strongest and most effective of the present organizations of government employees have prospered without asking or condoning the power to strike. Continuity of public service, a basic requirement of the public good, must be a paramount consideration of all its citizens, including those employed by the government.

So far as possible, government agencies should show a sympathetic attitude toward employee problems, from officials at the top to the line supervisors; should provide adequate supplementary machinery for knowing employee grievances, and should pursue a positive policy for meeting the basic needs of employees.

It is the duty of the state to avoid unfavorable conditions of public employment and provide adequate machinery for the prevention and removal of employment problems at their source. But when the state fails in that duty it still remains the obligation of public employees to limit the presentation of their case to peaceable methods.

How should grievances be handled?

As already indicated, the emphasis in public administration belongs on the  
(Continued on Next Page)

**McMILLAN'S  
FOUNTAIN LUNCH**

Sandwiches & Cold Drinks  
1949 State Street  
Salem, Oregon

**Kimball Brothers  
Lumber Co.**

Douglas Fir and Red Cedar  
Lumber  
**DEXTER OREGON**

**WILSON & SHOFF TIRE CO.**

Recapping - Vulcanizing

McKenzie Highway

Springfield, Oregon