

1 I want to bear down on that point. But perhaps  
2 my experience as a government officer will be of some use  
3 to you, because a great deal has been said about the right  
4 of public employees to organize.

5 When Federal statutes and executive orders  
6 authorized employees to organize, I was very apprehensive  
7 about it as being in charge of 5,000 custodial officers  
8 engaged in law enforcement.

9 There could be no group more vital to the  
10 safety of our country, and I was most apprehensive about  
11 it, but as time went on, I came to accept it and believed  
12 that it was a great morale builder for the employees, much  
13 help to the administrator, and of real significance in  
14 promoting better relations between management and the  
15 employees.

16 We talked about such things as work schedules;  
17 we talked about promotion policies; we talked about and set  
18 up methods of selection procedures, grievance procedures,  
19 organizations or organized social functions, all of which  
20 contributed to the wellbeing of our people.

21 Since this organization has been in effect, the