

CIVIL SERVICE AND COLLECTIVE BARGAINING: CONFLICT OR COMPATIBILITY?

CHARLES FEIGENBAUM

Collective bargaining is replacing the civil service as the public employee protector.

Introduction

Civil service in the United States began its career as a reform movement in reaction to the abuses of the spoils systems. Since the time of Andrew Jackson (1829-37), "spoils" had flourished as the nation's system for public personnel administration.¹

Rotation-in-office is a more dignified synonym for spoils, and it has a rationale to support it. One article of Jacksonian democratic faith was that ordinary men of intelligence could readily be qualified for public office. Also, a new administration needs people in public positions who can be counted on to faithfully administer its policies. Rotation-in-office follows naturally.

While the spoils system can be defended in terms of democratic theory, its practice became indefensible. Partisan political activity became the crucial test for public office. The rapid rotation-in-office of unqualified men guaranteed a certain degree of inefficiency, and set up hothouse conditions for dishonesty and sinecurism. The assassination of President James A. Garfield in 1881 by a disappointed office seeker gave the reform movement the impetus it needed to achieve its key success: the passage in 1883 of the Civil Service Act. Since that time, civil service systems have been adopted by an increasing number of jurisdictions. As of 1961, 27 of the states had general merit systems, and 95 percent of the cities with populations of 100,000 or more, had some civil service coverage.²

Because of its history, civil service is more than a system of public personnel administration. Its roots are moral and political. Civil service reform was seen as the indispensable reform needed ". . . for the success and perpetuation of our republican institutions."³

The present time finds us in the middle of another deeply significant public personnel movement. This movement, the growth of collective bargaining in the public service, is more pragmatic and economic, but it too, has its political and moral roots. One school of thought sees civil service and collective bargaining as two incompatible systems. "They employ different principles, and they have different concerns. We can no longer believe that we can be half collective bargaining and half merit system."⁴

Definitions

Collective Bargaining

In considering the relationship of collective bargaining and civil service, some

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The Civil Service Collective Bargaining Conflict In The

Brendan G. Carr



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