

## Relations industrielles Industrial Relations



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cains dont le nom est mentionné dans le « who's who in America » et autres sources biographiques? Est-ce que les chefs ouvriers américains sont appelés à occuper des fonctions publiques au Ministère du Travail des Etats-Unis, par exemple? Sont-ils membres des bureaux d'administration des Universités ou Collèges? Sont-ils membres des conseils d'administration des grandes fondations philanthropiques? Combien de chefs ouvriers américains ont reçu de titres honorifiques ou de degrés académiques des différentes Universités ou Collèges américains? Combien sont membres de clubs sociaux ou Chambre de Commerce?

Constatant que le « Who's who in America », édition 1950-1951, porte en sous-titre: « A Biographical Dictionary of Notable Living Men and Women » et contient la liste de 42.500 notables américains et que seulement 84 soit .02% sont des chefs ouvriers réalisant, preuves à l'appui, qu'un seul officier d'union apparaît dans la liste des 728 « trustees » de 31 Universités américaines, n'ayant pu découvrir aucun record mentionnant un seul chef ouvrier élu membre d'un conseil d'administration d'oeuvres de charité ou philanthropiques, déplorant le fait, qu'à venir jusqu'à 1950, seulement 4 chefs ouvriers américains avaient reçu des titres honorifiques de Collèges ou Universités, monsieur Phelps conclut en ces termes: « Union executives are men just as business officials, doctors, and lawyers are. They are citizens, heads of families, residents of their community, and nothing has come to light to indicate that they differ from the average successful American in love of country and desire to see it prosper. At the same time as indicated, previously, they differ sharply from management and professional men in background, education, and work experience. If the segregation they now experience is continued, it may be expected that as a group they will develop their own ideas of a proper social order, the desirable extent and intensity of regulation of industry, and the correct management of community affairs. Yet there is no assurance that they will start from the same assumptions as the members of other functioner groups in society with whom, ultimately, they must cooperate ». Et plus loin il poursuit: « The assumption in this paper is the minimal one that

unions are legitimate organizations in an industrial society and are probably here to stay. That being the case, it is desirable that they be incorporated into the framework of social organization to the full extent of their usefulness ».

JACQUES ARCHAMBAULT

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### Direction du personnel

*Strategic Factors in Good Organization with Special Reference to Personnel Administration* by Ernest Dale, Conference pronounced at the One Day Conference on Organization and published in Conference on Organization, The Personnel Association of Toronto, January 12, 1953, 14 pp.

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