

## Relations industrielles

***Labor Views Collective Bargaining*, by J.A. BEIRNE,  
President, Communications Workers of America  
(C.I.O.). 1808 Adams Mill Road, N.W., Washington 9,  
D.C., 1952, 22 pp .**

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L'auteur de ce document ne se propose pas de régler tous ces problèmes, mais son travail constitue une tentative de synthèse des divers aspects de la question.

Pour plus de réalisme et de clarté, M. Chartier a groupé les problèmes du travail féminin autour de celui, fondamental, de la rémunération. La femme, dit-on, est généralement exploitée sur le marché du travail. Cette assertion est-elle fondée? Si oui, quelle est la mesure de cette exploitation? Est-elle justifiable moralement? Est-elle économiquement saine? Comment en arriver à une estimation plus juste de la valeur du travail féminin et à un redressement de la position de la femme sur le marché du travail, si l'on admet que ce soient là des objectifs souhaitables? Le travail féminin déplace-t-il les hommes? Avilit-il les salaires masculins? La rémunération équitable des femmes s'oppose-t-elle au caractère familial du salaire? Autant de questions auxquelles l'auteur tente de donner réponse.

Cette étude est composée de divers documents dont chacun est suivi d'un questionnaire approprié. En appendice, le lecteur trouvera les principaux extraits de l'enseignement du Pape sur le sujet.

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*Labor Views Collective Bargaining*, by J.A. BEIRNE, President, Communications Workers of America (C.I.O.), 1808 Adams Mill Road, N.W., Washington 9, D.C., 1952, 22 pp.

The material contained in the pamphlet was delivered as a speech in Chicago by CWA President Joseph A. Beirne, before the National Time and Motion Study and Management Clinic of the Industrial Management Society. It seems up the labor's view of collective bargaining which "will work", with good faith and mutual trust on both sides, if the process is truly a two-way street.

The author starts his exposé in precis-ing a few basic concepts such as "labor is people" and because of this, management and labor must, in order to maintain good labor-management relations, recognize the dignity of the worker with all the following logical consequences. Labor defends freedom which is the characteristic of the American labor movement; freedom means freedom of association without any opposition

to free enterprise, but to monopoly control.

And, contrary to the propaganda, labor does not seek war with industry; indeed, both workers and proprietors of the American industry have a common ground in the successful maintenance of enterprise. Labor wants peaceful and mutually profitable relations with industry and is willing to talk and bargain; so, strike is its last resort. It wants no more company unionism.

In an other section of his speech, Mr. Beirne says that "the union is the logical extension of the group-urge among people"; he examines the various factors which have to be considered by the union before entering into negotiations with management. He, then, makes a short digression to look at some economic theory relating to wages and prices and makes a few considerations on the old and still existing theory of supply and demand. Union's demands are more and more based on facts, on reason. These demands fall into two categories, economic and non-economic.

Labor does not want the paternalism of some employers — paternalism which is bad and for the workers, and for industry and for America. Labor is fighting to eliminate unfair sex differentials in order to obtain equal pay for equal work and is also fighting for seniority. It is necessary for both, the employer and the employee to have a good grievance machinery or grievance procedures culminating in arbitration.

"Union shop, states the author, creates employer-union harmony and leads to full acceptance on both sides of a working partnership." Compulsory arbitration cannot build good labor relations, because labor needs and seeks freedom, implying the freedom of association and strike.

Commenting on industry-wide bargaining, the President of the CWA—CIO thinks that such bargaining seems to be the only logical answer for big business; then he concludes his speech insisting on the definite responsibilities which lay on both labor and management and which are essential to good labor-management relations.

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