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increase the efficiency of labor; 5) shorter hours create more jobs and expand employment.

Besides the bargaining power of the unions, other factors were responsible for shortened working time, factors such as the influence of public opinion, the gradual development of legislative protection and support, and the working of competition.

In a third section is analyzed the effect of changes in hours of work on output efficiency, absenteeism, work injuries. But how short can the workday be?

Mr. Goldner exposes the various Government Regulations on hours of work and some special collective bargaining provisions for hours of work. Related to these provisions, the overtime pay provision is studied in a following chapter.

The author makes some interesting concluding remarks and gives a few suggestions for further reading on the subject of hours of work. F. T.


Profit sharing by workers in the United States is far greater than realized. In 1943, its devotees counted some 728 companies; in 1951 there were 12,000. They increased at the rate of about 100 a month. In 1947, a few companies who had profit sharing plans formed an association to better spread this formula. After four years it has over 300 member companies, representing 350,000 employees who shared in profits. In 1948, it published the Profit Sharing Manual. After two editions, it was decided to revise it by eliminating some of the more lengthy passages, by making certain points clearer and by adding some useful information.

Revised Profit Sharing Manual is divided into three parts, a long introduction of fifty pages, a digest of more than 90 individual plans in force at present and an appendix showing sample contracts of typical profit sharing plans, the membership list of Council of Profit Sharing Industries and a bibliography.

This book does not pretend to be a scientific work but the distinguished collaborators who have taken part in its preparation, wished to present a useful, clear and practical study of the profit sharing formula. In the long introduction, they look at the problem from all angles not neglecting the theoretical and practical objections that could be invoked nor that which experience has taught. The Canadian reader will note that the legal aspects of this formula in our country is covered. In the digest of profit sharing plans, the repetitions that were to be found in Profit Sharing Manual have been avoided;
only the sample plans were kept, giving
details such as the name of the company,
the number of employees concerned, the
existence or not of a union, etc. This
digest illustrates well that the profit
sharing plan can be applied to any kind
of business.

The Council of Profit Sharing Indus­
tries must be congratulated on publishing
this work which will surely interest those
businesses who want to get away from
beaten paths and find ways to make our
economy more human and more demo­
ocratic.

G. D.

"Progress-Sharing" can mean Industrial
Peace.

An article published in the “Reader's
Digest” of September, 1952 and written
by Charles E. Wilson, President of
General Motors Corp. has particularly
attracted our attention.

The Author presents quite briefly but
in a very instructive way, the new
collective agreement formula agreed
upon between the Company of which
he is the president, and its employees'
union.

This formula has several interesting
points, among others, it provides that
the contract will run for five years and
fixes in advance a method of adjusting
and increasing wages during the course
of the agreement, all based on scienti­
fically interpreted official statistics.

The Author also makes some inter­
esting comments in regard to the
influence of the variation in wages and
prices on inflation. These considera­
tions are based on statistics covering a period
of thirty years in the economic life of
the United States.

He claims that increases in workers’
wages do not cause inflation, but try to
follow previous increases in prices,
which are often caused by political
decisions.

J. H. G.

(Reader’s Digest, September, 1952,
Canadian Edition, pages 81 to 85.)