

## Relations industrielles Industrial Relations



*Consolidated Bargaining in California Construction : An appraisal of twenty-five years' experience.* Gordon W. Bertram.  
Monograph Series : 12, Institute of Industrial Relations,  
University of California, Los Angeles, 1966. 269 pages.

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In a sense the title of the work is perhaps a misnomer and its sub-title « Studies of the American Worker », more properly suits the ends that the book serves as the various studies transcend any specific work group.

To repeat, this is largely a text of psychological and sociological diagnostics, and its insights, especially in essays dealing with the family environment of workers, are largely of the « popular psychology » type and a number of them even border upon the melodramatic.

However, here and there, one finds essays of real substance and quality, such as the *essay on the meaning of work*, adjustment to retirement and adjustment of older workers to job displacement, that make the text readable and worthwhile.

Alan Barrett

#### **Consolidated Bargaining in California Construction:**

An appraisal of twenty-five years' experience. Gordon W. Bertram. Monograph Series: 12, Institute of Industrial Relations, University of California, Los Angeles, 1966. 259 pages.

The major theme of this study is an examination of the various facets of consolidated bargaining in California construction that is, those systems of regional bargaining covering large geographic and population areas. As noted by the author, the construction industry represents a significant sector in the State economy with over 300,000 employees and more than 30,000 contractors. Setting a conciliatory tone to the text by emphasizing the quality of the relationship between employers and unions to the one of « *comfortableness* », the author there sets about examining the multipant bargaining relationships under the existing six types of bargaining systems in California.

The types of agreements are worth noting: National Agreements, Multistate Agreements, Statewide Agreements, Regional Agreements, Metropolitan Agreements, Local Agreements.

Subsequent to an examination of regional bargaining and general contractor bargaining organizations, the characteristics of the basic trades involved in bargaining are examined, these include the ironworkers, the operating engineers, the piledrivers, the laborers, the teamsters and the carpenters. A chapter is then devoted to specialty trade bargaining.

After an analysis of the reasons for contractor and union support a long chapter of the work is devoted to the Hiring Hall and the New Legal Environment in the industry. An interesting resume of the legal status of the workers with regard to their preference in job referrals being based on the employment experience of the worker rather than on union membership status of the worker is followed by an analysis of Hiring Hall practices in the light of this new legal environment.

Wage structure and its determinants, labour mobility and the allocation of the labor force, unemployment and productivity, and wage determination in collective bargaining are the main aspects studied in detail from the labor economics point of view.

Unquestionably a work of high scholarship with meticulous care to detail, this study can be considered a classic in the field. Professor Bertram deserves high praise for a study that will interest all industrial relations practitioners as the study, in spite of the limited geographical application of any of its observations and insights, is a lesson in sound industrial relations research, particularly from the labor economics standpoint and it is perhaps here that the sub-title of the work: « An appraisal of twenty-five years' experience » takes on particular significance as the statistical data in the study is detailed back to 1940.

The text is charitably concluded by an excellent summary for readers interested in a less detailed examination of the work.

Alan Barrett

**Répartition fonctionnelle des revenus**, Gérald Marjion, Les Presses de l'Université de Montréal, 1965, 125 pages.

Chapitre I: La part des salaires dans le revenu national, 1910-1960

L'auteur retient le concept du revenu national au coût des facteurs qui représente du point de vue comptable la valeur des produits finals, valeur exempte de doubles emplois. La disponibilité des statistiques l'amène à accepter comme contenu de la masse salariale à la fois les salaires et les traitements. A la fin du premier chapitre, on peut lire qu'« en période de récession ou de dépression... la part salariale s'accroît, dans un revenu diminué. Dans les phases ascendantes du cycle économique... il se produit un déclin de la part des salaires. Ces