SELECTED REFERENCES
INDUSTRIAL RELATIONS SECTION, PRINCETON UNIVERSITY
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NATIONAL AND REGIONAL COLLECTIVE BARGAINING


Mr. McCabe maintains that the problems of technical adaptation and economic resistance involved in establishing industry-wide bargaining can be overcome, achieving an arrangement beneficial to management, labor, and the public. Mr. Harris fears national employer-employee groups would tend to control prices and allocate output. Mr. Hedges states that employers must organize, accept collective bargaining on a scientific basis, and agree to joint responsibility before national bargaining can be considered.


Shows clearly that national and regional collective bargaining is not a new development, but that there was a marked movement in that direction in the early 1900's. Much of Mr. Barnett's discussion of the elements leading to its success and failure is applicable today. He emphasizes the importance of national or district uniformity of both wage rates and working rules.


A critical discussion both of the extension of the bargaining area and of its limitation by the NLRB. Where the history of collective bar-

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1 Excludes bargaining which is confined to a local urban area; includes, however, bargaining which, although not carried on by the whole industry, results in an agreement which is national in scope.

* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
gaining has involved unions dealing with an employers organization which has the delegated authority to enter into binding agreements, multi-employer units have been protected; but there has been a tendency to limit the area when a broad unit would run counter to the wishes of the workers of a smaller unit.


Maintains that "the natural outgrowth of local-plant and individual-company collective bargaining is bargaining between district or industry-wide organizations of management and union." Stresses the benefits of industry-wide bargaining in bituminous mining, and in England and Sweden, and argues that many problems of the steel industry would be solved through such bargaining.


The Director of Industrial Relations for a large paper company describes and expresses his satisfaction with the industry-wide bargaining pattern employed in the West Coast paper industry since 1934.


A thorough and authoritative case study of one of the oldest systems of national collective bargaining in the United States. Discusses in detail the organizations, the agreement-making process, and the composition and scope of the agreement.


Describes the development of standardized wages, hours and working conditions through collective bargaining, with organized labor encouraging the growth of parallel employer organizations.


A comprehensive study of an extremely successful regional collective bargaining system started in 1934. Presents an analysis and an evaluation of the various factors which have contributed to stability of labor relations, and explains how specific problems have been satisfactorily solved.

Holds that national collective bargaining will result in dangerous centralization of power in the hands of a few labor leaders and large employers who are likely to disregard local conditions and individual rights. Community-wide bargaining, as conducted by the San Francisco Employers' Council (of which Mr. Roth is president), affords the "proper balance in collective bargaining," preserving "a reasonable degree of local industrial autonomy."


A general discussion of employer associations and collective bargaining. Particular emphasis is placed on the extension of the area of the collective agreement, with descriptions of national or regional bargaining in bituminous coal, glass, railroads, clothing and trucking.


Case studies of bargaining history and practices in sixteen leading industries, with brief accounts of thirteen more. The development and present status of national or regional bargaining is described in some detail for the coal, railroad, glass, hosiery, and men's clothing industries; more briefly for the pottery, stove, fur, hat and millinery, food packing and processing, meat distributing, pulp and paper, shipbuilding and maritime, and trucking industries.


Both "combatant" and "negotiatory" employers' organizations are discussed and compared with English and Swedish groups. In the Report "the Committee recommends that managements and unions together explore the advantages arising from a wider application of market-wide collective bargaining." It suggests the organization of employers' associations for negotiating with unions and the formation of a national management-union council on collective bargaining.


The collective bargaining experience of the clothing, pottery, glass, coal and railroad industries are described in separate chapters. Chapter XV, "Stabilization through written trade agreements," emphasizes the importance of securing uniform labor standards throughout a given competitive market area. Multiple-employer agreements for several industries are discussed, and a listing given of the employers' associations which bargain on a national or regional basis.

"Governmental agencies, unions and logic" are all contributing to the development of industry-wide bargaining according to Mr. Van Delden. Its advantages and disadvantages are listed, based on experience in the flat glass industry, with the conclusion that, although the initial advantage is to the union, equilibrium can be achieved in time.


The benefits of national collective bargaining are contrasted with its dangers. The author concludes that although such bargaining "begins as a simple means of improving the methods of collective bargaining and achieving several of the familiar aims of trade unions [it] flowers shortly into joint monopoly, in its most advanced and effective form."

EXPERIENCE IN ENGLAND AND SWEDEN


A thorough and authoritative description of the industrial relations system in Great Britain, including employer-employee organization, collective bargaining and joint negotiation, war-time policy, systems of wage payment, and conciliation and arbitration.


Describes the industry-wide employers' and employees' associations in England; explains the collective bargaining procedure, the agreements, legislation pertaining to industrial relations, and the methods for settling disputes. Specific descriptions are given of the bargaining systems in nine of the principal industries.


Traces the development of workers' and employers' organizations and describes both the process of negotiating and the scope of the national agreement's characteristic of Swedish industry. Although the application of the Swedish system to this country is limited, Mr. Norgren thinks there are many features worth at least "modified emulation."