COLLECTIVE BARGAINING BY
SUPERVISORY AND TECHNICAL
PERSONNEL*

THE UNIONIZATION OF FOREMEN


Short talks and questions and answers dealing with the extent of foreman unionization, comments on grievances encouraging unionization, and objections to collective bargaining by foremen.


The former article considers the points on which unionization is being presented. Both articles outline steps to be taken to make the foreman a part of management.


A detailed analysis of National Labor Relations Board decisions relative to foremen as responsible representatives of management and as employees interested in self-organization.


A concise report on the organizational and legal status of foremen's unions as of February, 1944, underlying causes of such organization, and employer reaction to it.

*Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

An opinion of the general counsel of the National War Labor Board supporting the authority of the Board to take jurisdiction over management-foremen disputes exclusive of collective bargaining and discharge issues.


The former article deals principally with the decisions of the National Labor Relations Board concerning the right of foremen to organize and bargain collectively; the latter with the development, structure, and policies of the Foreman's Association of America and the effect of NLRB decisions on it.


The company's point of view as to foremen's status in the organization, and arguments against their designation as employees under the National Labor Relations Act and as an appropriate unit for collective bargaining.


Criticizes the inconsistency of National Labor Relations Board decisions concerning foremen's right to bargain collectively, and argues for this right.

**The Supervisor.** Foreman's Association of America. (515 Barlum Tower, Detroit 26, Michigan).

A monthly publication expressing the policies and reporting the activities of the largest trade union organization of foremen.

**United Mine Workers of America, District 50 News** (United Mine Workers Building, 15th and Eye Streets, N.W., Washington, D.C.), April 15, 1944. "Organization of mine bosses pushed by District 50 in drive to unite all coal workers." pp. 1, 8.

A statement by the Secretary-Treasurer of the United Clerical, Technical, and Supervisory Employees, Division of District 50.

Describes three different practices of unions in regard to the inclusion of foremen in collective bargaining agreements: (1) exclusion of foremen from membership in unions (the general rule in mass production industries); (2) separate organization (a long standing practice in the maritime industry, postal service, and parts of the railroad industry); and (3) foreman membership in unions of production workers (printing and building trades, some metal and railroad trades, and others). An appendix summarizes briefly the constitutions of 75 unions which represent these various practices.


Text of the report submitted by a special panel after hearing foremen’s dispute cases of thirteen companies. Provides a thorough review not only of the specific cases, but also of the status of foremen in American industry in general. The panel concludes that foremen’s interest in bargaining rights “appears to spring from two principal causes: (1) the desire of foremen to retain their jobs . . . and to escape demotions when cutbacks come; and (2) the desire of foremen for freer interchange of viewpoints with higher management, particularly better opportunities to present such grievances as may arise.”

UNIONIZATION OF TECHNICAL AND PROFESSIONAL EMPLOYEES


Gives the opinion of Elisha Hanson, Counsel for the American Chemical Society, as to what the organization can and cannot do in the area of collective bargaining. Includes the texts of National Labor Relations Board decisions in the Shell Development Company and Monsanto Chemical Company cases. [Case No. R-3245 and Case No. 1-R-1665.]

American Society of Civil Engineers (33 West 39th Street, New York, N.Y.). The engineer and collective bargaining; an assembly of factual information regarding certain aspects of employment conditions. 1943. 32 pp.

— Collective bargaining for “professional engineering employees”; slight condensation of report of Committee on Employment Conditions . . . adopted by Board of Direction on October 11, 1943. 6 pp. processed.

The report recommends that the Society institute collective bargaining facilities for civil engineers.

Considers the questions of unionization of engineers in the light of the long-time objectives of labor unions and the ethical concepts and attitudes of professional societies. Includes a bibliography citing other recent articles dealing with professional workers and trade unions.


A handbook for technologists, discussing various aspects of the Wagner Act in relation to their rights to organize and giving information on existing professional organizations of technologists and their experience with or attitude towards collective bargaining interests of members.


Very brief statements concerning the history, aims, and membership of the International Federation of Technical Engineers, Architects and Draftsmen's Union (AFL) and the Federation of Architects, Engineers, Chemists and Technicians (CIO).


--- Decision and order. December, 1944. 4 pp. mimeographed.

The decision in this case forbids the company to discourage membership in the union, and orders the company to restore employees, removed from the salary roll because of their membership in the union, to their previous salary classification and to make good any loss which had resulted from their transfer to an hourly pay classification.


Presents the case for an amendment to the Wagner Act as resolved by the board of directors of the American Association of Engineers. [Text of the resolution is given on pages 5-7 of the same issue of the Professional Engineer. It approves a "campaign for amendment ... that will insure to technologists genuine freedom of association, self organization, and designation of representatives of their own choosing ... " and to gain "authorization by Congress ... of a complete and detailed classification ... that will establish a clear statutory line of demarcation between ... professional and non-professional workers."]